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OEF INTERNATIONAL

The Emerging Role of Women Around the World

1989 ANNUAL REPORT

OEF INTERNATIONAL

OEF International\*, a nonprofit organization created in 1947, works worldwide to promote the empowerment of women through their participation in the economic, social, and legal life of their countries. OEF enables women to develop the skills and capacity to access resources and solve their problems in order to improve the quality of life for themselves, their families, and their communities.

\*Formerly known as the Overseas Education Fund of the League of Women Voters.

"Women are the key to ... reducing hunger and poverty, promoting family welfare, finding sustainable solutions to the exploitation of natural resources, and contributing to overall economic growth in the Third World."

 Mayra Buvinic and Sally Yudelman

 Women, Poverty, and Progress in the Third World, Foreign Policy Association, 1989

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Introducing. . . OEF International

As we enter the last decade of the twentieth century we are witnessing revolutionary changes taking place all over the globe. One of the greatest changes in which OEF International has played a part since 1947 is the emerging role of women worldwide.

The abundance of research and activities generated by the United Nations Decade for Women (1976-1985) resulted in a new and growing global awareness of women's vital roles in development. Tragically, women's potential for improving social and economic conditions for themselves, their families, and their communities remains under- valued and underutilized. A woman's chances of obtaining an education in a developing country are about two-thirds that of a man's. Women are the sole breadwinners in one-fourth to one-third of the families of the world, yet they are denied access to technical training and services. Most of their labor force participation is not included in national statistics. In governing bodies, from local councils to national assemblies, the number of women is small. Worldwide, representation in the highest councils of government remains less than ten percent. Discriminatory laws further reinforce these persistent inequities.

OEF works worldwide to promote the empowerment of low- income women. OEF often collaborates with indigenous organizations to develop and apply practical strategies that make a difference in women's lives - in terms of how they regard their own potential, how they earn income for their families, and how they participate in community life.

OEF is recognized as a pioneer and leader in the areas of self- employment for rural women and legal rights. What distinguishes OEF's approach in these program areas is the use of participatory processes, which enable women to solve problems by themselves and in groups, and to gain greater control of their destiny.

In the U.S. OEF's constituency-building programs stimulate learning and action among men and women from diverse back- grounds on issues concerning the critical role of women in international development and the interdependence of the U.S. and developing countries.

We are proud to report that OEF's efforts over the past four decades have made a significant difference in the lives of tens of thousands of women and their families. We invite you to join us in the 1990s as we continue to carry out our commitment to promote the empowerment of low-income women worldwide.

(Picture)

Cynthia Metzler, OEF's executive director (center), with two friends in M'Bao, Senegal.

Economic Programs

Low-income women entrepreneurs are excellent credit risks and most of their earnings are spent to meet the basic needs of their families. These are two of the key findings that resulted from OEF's economic programs that have assisted more than 2,000 women and their families in Central America and Africa, 1984-1989. OEF now faces the challenges of expanding the numbers of beneficiaries it reaches and wedding such efforts to its policy- level work.

OEF's work stands out in the enterprise development field because. . . it focuses on low-income women who, some economists say, are too difficult to assist. . . it targets women in rural areas that are hard to reach. . . it assists women in selecting productive activities that enable them to compete in the local marketplace and meet their child care and other domestic responsibilities. . . and it fosters empowerment by training women to make their own business decisions.

Amid overwhelming civil strife OEF de El Salvador, an independent organization spawned by OEF International's earlier economic pro- grams, carries out long-term assistance to 310 women entrepreneurs. The staff focus on enabling women to survive in a market where there has been very little flow of capital and major economic and political disruption. In response to this chaotic situation, most of the enterprises are agricultural. Live pigs become virtual piggy banks because they are the safest way to invest money. OEF International continues to provide technical and managerial assistance as needed.

In accordance with its new partnership agreement, OEF works in collaboration with ODEF, an independent organization established through OEF's Women in Business and Pig Production projects in Honduras. The projects have matured and today ODEF reaches more than 500 women with an active loan portfolio of 329 small enterprise loans. In a new project OEF and ODEF are working to improve technical assistance to women involved in local food production and marketing activities.

In 1988 OEF initiated a program to train 600 women in rural Costa Rica to strengthen their productive activities in The Self-Employed Women's Project. As in El Salvador and Honduras, nearly a quarter

of the women in the projects are heads of household. To date, 144 women have been trained in appropriate business skills. They are increasing their incomes and savings, and they are becoming eco- nomically self-sufficient. Now OEF is supporting the Costa Rican staff's efforts to establish an independent organization, Fundacion Mujer, which will continue to carry out similar economic programs.

In Costa Rica and throughout Central America, women with numeracy skills are being trained as "paratechnicians" to help their neighbors with record-keeping and tracking of credit payments. This program reduces operating costs and the amount of staff time spent in the field. The program also leads to greater empowerment of women at the grass-roots level and to the replication of projects within the communities.

OEF has worked with the World Bank to design an integrated project in rural Mexico called Women, Water, and Development. Initiated by the World Bank and the Mexican government, the project will provide some 70 rural communities with potable water systems, greater sanitation awareness, and training and credit to generate more economic activities. OEF's collaboration with the World Bank has led to expanded participation by women in this project. OEF aims to continue its involvement in the training and implementation phases of this important effort.

"Train a man and you train an individual. Train a woman and you build a nation." Anglican Bishop David Gitari of Kenya

An OEF project designed to improve the social and economic conditions for some 355 women workers in light assembly industries in Haiti led to the establishment of an independent organization known as the Center for Promotion of Women Workers. Half of the women served by the Center are heads of household who work as unskilled laborers in the production and assembly of electronic devices and components, garments, and sporting goods, particularly baseballs. The Center, located in the industrial park outside the capital city of Port-au-Prince, has provided workshops that enable the women to read, solve individual and common problems, recognize their legal rights, prevent AIDS, and improve their families' health. The Center has developed what is regarded as the most comprehensive source of data on women workers in the industrial park.

Economic Programs

The urgent problems of hunger and unemployment are being addressed by OEF's programs in the West African country of Senegal. From its base of operations in the capital city of Dakar OEF coordinates ongoing programs of training, technical assistance, and credit that enable local organizations such as Maisons Familiales Rurales (MFR), or Rural Family Centers, the Federation of Senegalese Women's Associations, and the Federation of Non- Governmental Organizations, to plan and manage small enterprise development programs. In partnership with these groups, OEF has enabled more than 900 women and men in three regions to start some 35 village agricultural enterprises which include vegetable, fruit, and livestock production; peanut paste and palm oil production; cloth-dying; soapmaking; and fish processing. Village-based

extension agents have been trained to provide entrepreneurial skills training and follow-up assistance. In collaboration with the National Association of Community Savings and Loans, 54 loans have been ex- tended to 18 village groups for 22 different small enterprise activities in the central region of Kaolack. In the Casamance region OEF operates its own loan fund supported by private and government funds.

Some 300 women and their families from villages surrounding Dogo, in the Sikasso region of southern Mali, participated in the Mali Institutional Development, Enterprise, and Nutrition Project (MIEN). This joint undertaking by Groupes Jeunes, a non-governmental Malian organization, and three U.S.- based organizations: Freedom from Hunger Foundation, International Voluntary Services, and OEF International, aims to raise nutrition, health, and income levels of rural women and their families through village-based nutrition surveillance, health education, and income-earning activities. OEF played a major role in the project's design and implementation phases and now provides periodic technical assistance to strengthen Groupe Jeunes' capacity to sustain these activities and initiate new projects on its own.

The Baidoa Small Enterprise Project involves some 500 low-income women in Somalia, a country devastated by desertification and a sluggish economy. OEF provides training, technical assistance, and credit to enable the women to establish small agricultural enterprises in 25 villages near the town of Baidoa. Potential business activities include vegetable gardening, poultry and egg production, small animal husbandry, honey production, and tree nursery operations.

(Two pictures of women on page)

Grass-Roots Closeup

SENEGAL

(Picture of Fatou Willane)

Fatou Willane and her family live in the rural village of Ngodiba in the Sine-Saloum region of Senegal. Home to some 2,000 people, Ngodiba is similar to hundreds of other small villages spread across the Sahel, the northwestern area of Africa that is made increasingly barren and dry by the encroaching Sahara Desert.

When OEF and Maisons Familiales Rurales (MFR) field agents began providing small enterprise training, technical assistance, and credit to the women of Ngodiba, only the men were involved in cattle fattening, while the women bought and fattened sheep for sale. Utilizing what they learned in training, Fatou Willane and the women were able to fatten and sell enough sheep to significantly increase their family incomes.

Fatou Willane received a small loan from OEF and MFR, purchased a cow, vaccinated it, and fattened it with special fodder she mixed with residue she collected from the peanut coop. Within three months she doubled her investment.

While Fatou Willane and the other women continue to prosper, so do their families and their village. There are new fences around the compounds, the children are healthier and are attending school, and the village bustles with activity.

Policy and Law Programs

OEF recognizes that social and economic development cannot be sustained without laws and policies that are equitable to all members of society. In many countries women cannot hold title to land, inherit property, or obtain loans. In some countries women are victimized by acts of sexual and domestic violence, such as widow burnings and dowry murders, despite laws that outlaw such activities.

Low-income communities throughout the world are often for- gotten in the development process because people are not aware of their rights and responsibilities as citizens. Today OEF sup- ports many dynamic and creative efforts by women and men in developing countries to use the law, the government, the media, and other local resources as tools for social change and com- munity improvement.

In 1983 OEF created the Women, Law, and Development Program to support the growing number of groups working independently throughout the developing world to promote women's rights. As part of the 1985 United Nations Decade for Women Conference in Nairobi, Kenya, OEF brought together hundreds of women lawyers and activists who shared issues and strategies for promoting women's rights. They decided to form regional organizations in Asia, Latin America, and Africa. Since 1985 OEF has assisted in the organizational development process in each of the regions.

The Asia Pacific Forum on Women, Law, and Development was established as an independent regional network based in Kuala Lumpur, Malaysia with memberships in 16 countries. Their areas of concern are the in- fluence of religion on state law, the dichotomy between the law and practice, the economic rights of women, and exploitation and violence against women.

"No one has a monopoly on ideas. We have a moral obligation to help one another." Rani Jethmalani Supreme Court Advocate, Delhi, India

The Latin American Committee for the Defense of Laws for Women, based in Lima, Peru, has membership from throughout Latin America and the Caribbean. A regional conference in 1989 attended by some 50 women from Central and South America and the Caribbean examined three priority legal concerns: women and violence, women and work, and women and the family.

The development of the Africa Forum on Women, Law, and Development is underway. A series of planning meetings, in addition to workshops on legal literacy and legislative and structural reform strategies, will lead to a regional conference in Africa in 1990.

An inter-regional dialogue among representatives from the three regions was held in Washington, D.C. in June 1989 to prepare for an international conference in 1991. Other future activities include publishing working papers on the status and strategies of women in the three regions, linking the three networks to North American and

Grass-Roots Closeup

HONDURAS

(Picture)

The members of a women's group in Israel Norte - a poor neighborhood of some 200 families living on the outskirts of the Honduran capital city of Tegucigalpa - were tired of living in makeshift housing, without electricity, paved roads, potable water, or a school. The women heard about OEF's Program for Participatory Education (PEP) and asked for support in their efforts to make community improvements.

Local PEP staff provided the women with training in basic organizational skills, such as developing agendas for meetings, fundraising, and participatory planning. As their numbers and enthusiasm grew, many of the women took part in leadership work- shops with women from five other communities. They discussed common problems and potential solutions and launched efforts on several fronts.

After two years of fundraising, organizing, and pressuring local government officials, the women of Israel Norte have played a key role in the acquisition of a 7,000-gallon water storage tank and the construction of a community health center. A road linking their neighborhood to a main highway is also under construction and plans are underway to build an elementary school. Another success was the election of a woman, Dona Vilma, to be president of the men's community group that had previously not allowed women to participate. By gaining their own identity and showing a commitment to local needs, the women have gained legitimacy and recognition throughout the entire community.

Policy and Law Programs

European women working on similar issues, promoting an inter- national "Know Your Rights" campaign, and establishing an Inter- national Committee on Women's Rights.

People can best exercise their rights and responsibilities as citizens when they understand the political and economic systems and can identify resources and alternate ways to achieve their goals. This is the premise of OEF's Program of Education for Participation (PEP). Since 1986, the program has assisted some 88 community groups in Guatemala, Honduras, and Costa Rica

Teams of trainers from each country work with groups of low- income women and men who are working to solve local problems. Group representatives receive training in areas such as participatory planning, strategies for community problem-solving, local resources identification, use of media, developing democratic leadership, and pressuring of legislators and government institutions. The training emphasizes self-reliance and recognizes that local traditions, talent, and creativity are their keys to success. Some 3,500 people have participated in a variety of training sessions and events organized by PEP. In 1990 OEF will publish a handbook in Spanish to help community organizations solve local problems, improve living conditions, and access resources. The handbook includes case studies from PEP activities, as well as information on key components of institution building. The successful efforts of a group of subsistence farmers in Costa Rica to protect the land around their farms from development is

presented as an example of a global strategy for grass-roots organizing.

(Picture of woman)

Institutional Development

OEF's forty years of experience affirms the belief that participatory development and the promotion of local leadership leads to sustainable development. The purpose of OEF's Institutional Development program is to enable indigenous groups and institutions in developing countries to organize and manage themselves in order to tackle economic, legal, environmental, health, and educational challenges facing their communities.

OEF often collaborates with existing organizations to carry out small enterprise development projects. During the collaboration, OEF provides training in areas such as needs assessment, goal-setting, organizational development, and training and management techniques. This training enables the groups to continue the project or replicate it to suit their goals and community needs. One example of such a relationship is OEF's collaboration with Maisons Familiales Rurales in Senegal.

In OEF's Program of Education for Participation, community groups approach OEF for specific types of training and assistance that will strengthen their abilities to solve a variety of community problems and network with other groups who have similar goals.

In other cases OEF's small enterprise development programs, such as those in El Salvador, Honduras, and Costa Rica, have spawned the creation of new independent organizations that - with ongoing specialized assistance from OEF - carry out development programs.

In 1988 OEF began a program that provides short-term training to government extension agents and cooperative personnel in El Salvador. They are learning to be more effective in providing services to impoverished rural women who have little or no formal education.

Since the early 1950s, when their country was invaded, thousands of Tibetans sought refuge in India. OEF, in collaboration with the refugee council and local government, will provide training to refugee leaders to develop and carry out a long-term comprehensive economic development program. JAEIN WOMENS ASSOCIATION OFFICE OF THE CENTRAL WORKING COMMITTEE In addition, OEF plans to train members of a Tibetan women's association to enable fellow refugee women to start and manage small- scale community enterprises.

"Institutional development is not an end in itself, but a means to the goal of more effective and sustainable programs of development and service to poor communities."

from Accelerating Institutional Development, U.S. Agency for International Development

(picture of 4 women in front of sign that reads "Women's Association Office of the Central Working Committee" on page)

Publications and Training

The innovative strategies and participatory training methods presented in OEF publications are based on the experiences and insights gained from OEF's field programs. OEF's books and manuals thus serve as guides for "what works."

Throughout the 1980s OEF expanded its publishing program by offering resources to organizations and trainers working with women at the grass-roots. OEF also increased access to these materials by publishing them in Spanish, French, and English. Today OEF's distribution network extends to almost every country in the world.

OEF also collaborates with other organizations on similar publications. Recently OEF copublished a workshop manual with Save the Children Federation called Learning to Teach. The United Nations Development Program effort called PROWWESS, devoted to promoting the role of women in water and sanitation projects, contracted OEF to pro- duce Tools for Community Participation.

Soon to be published, OEF's workshop manual, entitled Women and World Development, is based on what OEF learned while helping organizations and community groups throughout the 1980s to organize programs that have increased U.S. citizens' awareness and involvement in concerns that link women and men around the world. Also to be published in 1990 will be a training manual based on the experiences of OEF's Education for Participation Program (described on page 8 ).

Building on OEF's goal to produce and disseminate practical information for the world- wide development community, OEF offers short-term training and consulting services for international agencies and local organizations working with women and men at the grass-roots level. OEF's customized training is designed to enhance the capacity of organizations and their staff members to effectively address women's development needs and integrate women into their programs.

"The program made us confident of our abilities and of what we can do working together… We learned how to analyze problems and how to find solutions ourselves. We found out about community resources and about our rights. I even share some responsibilities now at home with my husband!"

Maria, a workshop participant in Costa Rica

Constituency- Building

For more than a decade OEF's Development Education Pro- gram has stimulated thought, discussion, and action among women and men on issues concerning the critical role of women in international development and the interdependence of the U.S. and developing countries.

In 1989 OEF launched Video Letters, an innovative program that enables low-income women in two Senegalese villages - M'Bao and Ngodiba - and two U.S. cities - Chicago, Illinois, and Knoxville, Tennessee - to produce videotapes and communicate their hopes, their dreams, their problems, and their solutions, to each other. An edited version of the videotape letters will be available in 1990 for U.S. distribution.

OEF engages the grass-roots memberships of national and international organizations such as the Delta Sigma Theta Sorority Inc., the American Association of University Women, the League of Women Voters, and the United Nations Association of the USA in dialogues about the challenges faced by women worldwide. One of the tools OEF uses to build new constituencies among a wide range of com- munity, church, women's, professional, and advocacy groups is a handbook for organizing "Women and World Development" conferences. Another tool is "Seeds of Promise," a 19-minute documentary filmed in OEF's projects in Africa and Central America. The videotape documentary is part of an educational resource kit that enables U.S. citizens to become informed about women's critical role in feeding the world.

OEF's own National Women in Business Committee (WIB) is comprised of some 120 women around the United States who are leaders in business and government. In recent years WIB members in Washington, D.C. have simultaneously raised funds for OEF and educated the larger public by organizing the Annual Women in Development Award Luncheons. In 1989 OEF honored Loret Miller Ruppe for her distinguished leadership as the director of the Peace Corps, 1980-1988. Charlotte Conable and her husband, Barber Conable, president of The World Bank, were honored in 1988 for their tireless efforts to support women in development programs.

WIB members and other OEF supporters in Washington, D.C., New York City, Chicago, and Los Angeles have also organized foreign policy breakfast and luncheon series in their cities that have featured distinguished speakers, such as U.S. Senators Christopher Dodd and Nancy Landon Kassebaum, NBC-TV news anchor Tom Brokaw, Pulitzer Prize-winning author David Halberstam, and Fortune magazine editor Marshall Loeb.

Financial Statement

October 31, 1989

Independent Auditors' Report

The Board of Directors,

OEF International,

Washington, D.C.

We have audited the balance sheet of OEF International as of June 30, 1989, and the related statement of revenue, expenses and changes in fund balance, and changes in financial position for the year then ended. These financial statements are the responsibility of OEF International's management. Our responsibility is to express an opinion on these financial statements based on our audit. The financial statements of OEF International as of June 30, 1988 were audited by other auditors, whose report expresses an unqualified opinion on those statements.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to below present fairly, in all material respects, the financial position of OEF International as of June 30, 1989, and the results of its operations and changes in financial position for the year then ended in conformity with generally accepted accounting principles.

This audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The statement of functional expenses - overseas programs for the year ended June 30, 1989 - is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Councilor Buchanan Mitchell

Certified Public Accountants

Balance Sheet June 30, 1989

|  |  |
| --- | --- |
| Assets |  |
| Cash | $49,489 |
| Accounts Receivable: |  |
| Grants | 176,740 |
| Other | 11,912 |
| Investments |  287,171 |
| Project and Employee Travel Advances | 31,751 |
| Prepaid Expenses |  9,594 |
|  | $566,657 |
| Fixed Assets, at Cost: |  |
| Furniture, Fixtures and Equipment | $71,326 |
| Leasehold Improvements |  27,271 |
| Equipment Under Capital Lease | 59,219 |
|  | $157,816 |
| Less Allowance for Depreciation and Amortization 91,972 |  |
|  | $65,844 |
| TOTAL ASSETS |  $632,501 |
|  |  |
|  |  |
| Liabilities and Fund Balance |  |
| Accounts Payable and Accrued Expenses | $171,956 |
| Rent Abatement |  101,857 |
| Accrued Vacation |  34,881 |
| Unearned Revenue |  128,183 |
| Obligations Under Capital Leases | 13,090 |
| Total Liabilities |  $449,967 |
| Fund Balance |  182,534 |
| TOTAL LIABILITIES AND FUND BALANCE | $632,501 |

Statement of Revenues, Expenses and Change in Fund Balance for the year ended June 30, 1989

1989

|  |  |  |  |
| --- | --- | --- | --- |
| Revenues: |  Unrestricted | Restricted | Total |
| Governmental Grant Support | $ -- | $ 2,117,803 |  $ 2,117,803 |
| Private Grant Support |  -- | 655,396 |  655,396 |
| Contributions | 134,698 | -- | 134,698 |
| Events |  212,766 | -- | 212,766 |
| Interest and Dividends |  17,499 |  -- | 17,499 |
| Publications |  63,758 |  -- | 63,758 |
| Miscellaneous | 12,943 |  -- | 12,943 |
| Total Revenues | $441,664 | $2,773,199 | $3,214,863 |

|  |  |  |  |
| --- | --- | --- | --- |
| Expenses |  (Unrestricted) | (Restricted) | (Total) |
| Program Services: |  |  |  |
| Overseas Programs | $ -- | $ 2,149,599 | $ 2,149,599 |
| Public Education | 33,818 | -- | 33,818 |
| Publications | 43,942 | -- | 43,942 |
| Total Program Services | $77,760 |  $2,149,599 | $2,227,359 |

|  |  |  |  |
| --- | --- | --- | --- |
| Support Services: |  (Unrestricted) | (Restricted) | (Total) |
| General and Administrative | $ 212,886 |  $ 489,708 |  $ 702,594 |
| Program Development |  58,154 | 133,892 |  192,046 |
| Fund Raising | 118,899 |  -- | 118,899 |
| Events | 71,713 | -- | 71,713 |
| Total Support Services | $539,412 | $2,773,199 | $3,312,611 |

|  |  |  |  |
| --- | --- | --- | --- |
|  |  (Unrestricted) | (Restricted) | (Total) |
| Excess of Revenues Over (Under) Expenses Before Loss on Sale of Investments | ($ 97,748) | $ -- | ($ 97,748) |
| Loss on Sale of Investments, Including Investment Maintenance | (14,301) | -- | (14,301) |
| Excess of Expenses |  |  |  |
| Over Revenues | ($ 112,049) |  $ -- | ($ 112,049) |
| Fund Balance, Beginning of Year | 294,583 |  -- | 294,583 |
| FUND BALANCE, END OF YEAR |  $182,534 | $ -- | $182,534 |

A complete set of the lates OEF financial statement audited by Councilor, Buchanan & Mitchell, Certified Public Accountants, is available on request.

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How OEF's Funds are Spent (pie chart)

Program (73%)

Administration (21%)

Fund Raising (6%)

"We consider you our sisters and friends. We hope that someday one of you will visit Ngodiba and one of us will visit Knoxville. We pray to God to make this project survive."

The women of Ngodiba, Senegal, Excerpts from "Videotape Letters"

Contributors

OEF wishes to give special thanks to the U.S. Agency for International Development, and the corporations, foundations, and organizations listed below for their vital and continuing support:

Major Corporations

American Express

American Telephone & Telegraph Company

Archer-Daniel-Midland Company

Atlantic Richfield (ARCO) Company

Avon Products, Inc.

The Chase Manhattan Bank, N.A.

Chevron Corporation

Citibank, N.A.

The Coca-Cola Company, Inc.

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AAUW Educational Foundation

The ARCA Foundation

The Charles Stewart Mott Foundation

The Davee Foundation

Delta Research and Educational Foundation

Fannie Mae Foundation

Food For All Inc.

Food Industry Crusade Against Hunger

The Ford Foundation

The Goldrich Family Foundation

The Joselow Foundation

Albert Kunstadter Family Foundation

Helen Sperry Lea Foundation

MAZON Foundation: A Jewish Response to Hunger

The Memton Fund

The Foundations of the Milken Families

Namaste Foundation

New Transcentury Foundation

The Oak Foundation (U.K.) Ltd.

The Pew Charitable Trusts

Pfizer Foundation, Inc.

Private Agencies Collaborating Together, Inc. (PACT)

Save the Children

Share Our Strength (SOS)

The Starr Foundation

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Air Transport Association of America

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Amoco Corporation

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"What do you hope for your children and what do you dream for yourselves? Goodbye, my sisters. I eagerly await your reply."

Diane C. Cudahy International House, Knoxville, Tennessee Excerpts from "Videotape Letters"

(Picture of woman on page)

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