



Volume 4, Issue 10

October 2006

Foundation NEWS

Informational Newsletter and Resource for Our Volunteers, Friends, and Board Members

To Love Children's mission is to create sustainable educational development opportunities for the girl child in the developing world, in order to break the cycle of poverty

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To Love Children Educational Foundation International, Inc.

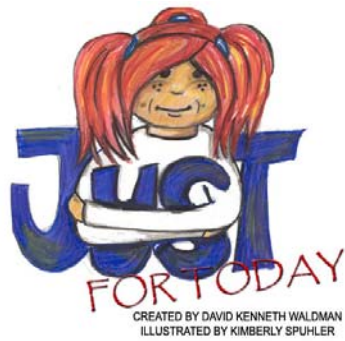
~Celebrating our Fifth Year~

*"Expanding Children's Horizons Globally
Through Local Education"*

501c(3) non-profit - International Non-Governmental
Organization
Founded July 25, 2002

International Home Office in San Francisco, California
Registered NGO in Uganda, East Africa
Key staff volunteer offices in Kampala, Uganda and
Nairobi, Kenya

To Love Children Educational Foundation International, Inc.
1550 California Street 6L, #330
San Francisco, CA 94109 USA
415.354.1488



**"Are you sure Madeline that you understood correctly
what you read from W.B. Yeats
that education is not the filling of a pail but the lighting of a fire?
I vote that we seek additional clarification on this metaphor."**

A Message from Our Founder, President, & CEO

David Kenneth Waldman



David Kenneth Waldman
Founder/President/CEO

Reinventing the Administration of To Love Children

Dear Esteemed Volunteers, Board of Directors, Partners, Staff, and Friends,

Last month, I discussed what To Love Children 3.0 means and what we need to focus on in order to achieve our goals of working with governments, the United Nations, private and public organizations, as well as other NGOs. This month, I would like to share with you the internal changes that are taking place that will “flatten” our administration and change how we make, implement, monitor and evaluate our programs and services for girls and women in the developing world. In order to create an international non-governmental organization, we need to have the administrative tools in place that will ensure we are efficient and effective. In addition, we need to continue to learn, and to change and adapt, as needed.

The founder of any organization has the tendency to develop “founder’s syndrome.” This is the inclination to nurture and to be reluctant to let go and empower others. It can run deep into the fabric of any entrepreneur, or social- or business-oriented person. I am no different, nor have any special powers to avoid these negative qualities.

Having had a keen and insightful awareness of this from the first day of incorporating TLC, I have been working in fits and starts on making the transition from sole-decision maker, to advisor and ambassador. With the help of our new Vice President, Karly Phillips, we are moving from a hierarchal operation, where I make all the decisions, to a flattened organizational structure, which is more team-centered in decision-making. The top management, as well as all parts of our organization, will have a chain of command that will allow me to keep abreast on all the activities and to ensure that our mission, passion, and focus remain on track. In this new role, I will be able

to concentrate more of my time on expanding our high-level contacts, raising money, and being a stronger advocate for the organization.

I firmly believe the day-to-day administration is in the hands of highly competent professionals. This new chain of command will better protect the rights of our staff and volunteers. We will observe

the highest international protection standards and, where there are no such standards, we will pave the way by creating the best practices of employment rights based on United Nations human rights and labor conventions. Then, we will raise the bar even higher.

With the new structure we are developing, there will be many places for people to rise into positions of importance within the organization. We never envisioned volunteer positions that did not have a career path, opportunities to increase skills and learn new ones, or chances to operate in the international arena. TLC is also going to ensure that all volunteers are trained, so that their contribution will add value to their CV and they will have direct input as part of a team.

Above all, this means that where we operate with our programs, To Love Children will have the ability to listen to the girls, their mothers, and local community leaders tell us what their needs really are. TLC is becoming a democratic means through which we can follow a human rights approach that values the minds of all we work with and serve.

To that end, I am preparing for the day (this is years away) when I will transition out of my role at To Love Children as Chief Executive Officer (CEO) and President to chief ambassador, in order to turn over those duties to another CEO and to a separate President for our organization’s growth. I have many more years of work ahead of me to prepare TLC financially, to strengthen our programs, to develop our leadership, and to create a strong and effective democratic, administrative capacity. My doctoral studies are preparing me to take this next step.

“TLC is becoming a democratic means through which we can follow a human rights approach that values the minds of all we work with and serve.”


The transition for me as a founder, or top manager, of the organization making all the decisions, to one of a more democratic nature is not easy. Over the past few years, I have created advisory boards of experts, and have collaborated and sought advice, before I made decisions to minimize the effects of founder's syndrome. I wish that our organization will operate from a team-centered approach to allow for the best knowledge, expertise, and input to reach the decision-making management team. In the future, I will assume a policy-making role at TLC - one that moves between the boundaries of the various sectors of government and NGO's (private, public, and international) to effect change at an international level in order to meet the goals of our mission.

Sincerely yours,

David Kenneth Waldman

Founder/ President/ CEO

From the Executive Director



Let me begin by expressing my heartfelt gratitude to all of the wonderful people who have welcomed me to TLC. As the new Executive Director, I am looking to help lead TLC into the future, along with the rest of the executive staff.

There are many exciting possibilities ahead of us and my goal is to put into place the structures and processes that will allow us to communicate these projects effectively within the organization, and without. Over 90% of my professional experience has been working with disadvantaged, juvenile, and multi-cultural populations. I am particularly pleased that I can combine my knowledge of each of these areas into the work that I plan to do here at TLC.

To introduce myself more properly, I am a wife and mother of two wonderful children who are often my inspiration for improving the lives of children everywhere. Having grown up in a chaotic and unfortunate background, I fully recognize the importance of nurturing and educating girls world-wide.

In addition to being a wife and mother, I am also a student. In the formal sense, I am an alumna of Alliant International University, where I received my degree in Forensic Psychology, with a focus on international social justice. More informally, I am a student of my environment and the people I am surrounded by. I believe in and embrace the concept of life-long learning, one of the foundations of TLC.

Looking forward, I will focus my time in the immediate future on streamlining our volunteer management system, continuing to update and revise our newsletter and general communications methods, and developing a curriculum designed to raise our cultural and global understanding when working in a virtual and international environment.

My *virtual door* is always open. I encourage you all to communicate with me whenever you have need of me.

I wish you, and your families, good health, happiness, and warm regards!

Laura Ann Burgdorf, Ph.D.

Some Troublesome Traits among Founders

Founders are dynamic, driven, and decisive. They carry clear vision of what their organization can be. They know their customer's needs and are passionate about meeting those needs. Often these traits are strong assets for getting the new organization off the ground. However, other traits of founders too often become major liabilities.

For example, founders often:

- Are highly skeptical about planning, policies, and procedures. They claim "they're overhead and just bog me down". They often believe they've found a new way to get things done.
- Make reactive, crisis-driven decisions with little input from others. React to most problems with the lament "if only I had more money."
- In the case of nonprofits, executive directors attend mostly to fundraising and generating new ideas for services.
- Hand-pick their Board members and staff. See these people as working for the founder as much as working for the organization's mission.
- Attract Board members through founder's dynamic, often charismatic personality -- not through focus on organization's mission.
- Count on whomever seems most loyal and accessible, and motivate by fear and guilt, often without realizing it.
- Hold occasional staff meetings to report crises and rally the troops.
- In the case of nonprofits, executive directors usually see their Boards mostly as a source for fundraising, and work to remove Board members who disagree with founder.
- Have a very difficult time letting go of the strategies that worked to quickly grow the organization, despite evidence that the organization can no longer absorb this rapid growth without major changes.
- Ultimately, Founders Syndrome sets in because the organization becomes dependent, not on the systems and structures of the organization, but on the unique style of the leader -- whether the leader is consistently decisive or consistently indecisive.

Borrowed from <http://www.managementhelp.org/misc/founders.htm>.

NEWS & UPDATES

VOLUNTEERS

- This month we have offered our first volunteer position to work for TLC head office in a language other than English.
- Although the majority of our volunteers are bilingual or multilingual, this is an important first step for TLC head office in our continuous movement towards internationality.

COMMUNICATIONS

- The recreation of our website is in process, and the final product is anticipated before year end.
- Our newly designed website will include new features such as volunteer interaction through a chat mechanism, and a calendar of events.

PARTNERS & ASSOCIATIONS

- We are working to develop a Memorandum of Understanding with Crystal Clear Technologies starting this month.
 - Crystal Clear Technologies, lead by President Lisa Farnen, has developed technology for water purification at economical costs, something they are determined to bring to the developing world.
 - CCT and TLC will work together to do this.
-
- Our Founder, David Kenneth Waldman, will be taking part in a three day conference in Jordan this coming November. WANGO (World Association of Non Governmental Organizations) is holding its annual sessions with NGOs and leaders from around the world.
 - David K W will be presenting To Love Children, our mission, and the reasons for our existence to the attendees. This is an important event to be taking part in.

AFRICA

- Our African Director, David Lubaale, is working in the field to develop a strong relationship with UNICEF.
- David L, also attended a conference in Southern Sudan this past August, at the invitation of several United Nations teams.

CHINESE FABLE

“Big Basket Left for Father”

Translated by Yuan Wang (Michelle Wang)

At TLC, we want to celebrate our world heritage by featuring fables, myths, and folklore from around the world. Expect to see these in future issues. We hope you enjoy this traditional Chinese fable translated for us by one of our volunteers.

Sun Yuanjue was an obedient son from the Spring-Autumn dynasty who had a very old and fragile grandfather. Sadly, Sun's father was very mean to his grandfather, even though he was over 70 years old. He would often scold Sun's grandfather, by saying, "Go die, you old thing!" When this would happen, Sun would try to comfort his grandfather.

Over time, Sun Yuanjue's grandfather could no longer get out of bed. This made Sun's father treat his grand-father even more cruelly. One day, Sun Yuanjue saw his father put his grandfather into a big basket and carry it outside. Curious, Sun secretly followed his parents to find out what was going to happen.

"What are you doing here?" asked Sun's father.

"I want to know what you will do with this basket."

"We are going to see the doctor. Go back home!"

"But, maybe I can help." Sun replied.

So, Sun Yuanjue was permitted to follow. Eventually, they arrived at a wasteland and a horrible thing happened. Sun's parents pulled his grandfather out of the basket and put him down on the ground, intending to return home.

"You can't leave him out here. He could die!" said Sun.

"When people are old, they become monsters. This is none of your business, child!" his father scolded.

Sun Yuanjue begged his parents again and again, but nothing happened. Suddenly, Sun had an idea. He grabbed the big basket and put it on his back.

Send us your FABLE!

We would like to feature important, cultural fables and stories from countries around the world.

If you know of any traditional fables from your culture, please send them to TLC for publication at

Executivedirector@tolovechildren.org

Please only send in stories that are not copyright protected.

Thank you.

"What are you doing with that unlucky thing?" his father asked.

"I'm keeping it for when you reach this age!"

Angered, his father proceeded to give Sun a severe beating for his answer.

"If you can treat grandfather like this, then I can treat you the same!"

Shamed, Sun's father blushed and, from then on, he treated his own father much better!

Resource-Rich Africa Living in Slums

Africa is a vast and exotic continent of about 900 million people living in 54 independent countries. It has a total area of over 30 million km², about three and a half times the size of the United States and 10 times the size of India. It is the second-largest continent in the world after Asia. It stretches from the shores of the Mediterranean in the north to the Cape of Good Hope in the south.

Africa is rich in mineral and natural resources with large parts of its terrain teeming with wildlife and magnificent plant life. It possesses 99 percent of the world's chrome resources, 85 percent of its platinum, 70 percent of its tantalite, 68 percent of its cobalt and 54 percent of its gold, among others. It has significant oil and gas reserves; Nigeria and Libya are two of the leading oil-producing countries in the world. Overall, Africa's enormous agricultural potential is vastly untapped.

Along with all of this, Africa is one of the fastest-urbanizing continents in the world and a place where urban poverty is on the rise. If population forecasts prove true, 2007 will see the world's urban population outnumber the rural population for the first time, with the number of people living in slums expected to exceed one billion. "Slums are the emerging human settlements of the 21st century", notes the *State of the World's Cities 2006/7* report released by the UN-Habitat in Vancouver. The report declares that in the last 15 years, the growth of slums has been unprecedented, with the number of slum dwellers in the world rising from 715 million in 1990 to



Street children in the slums of Asmara.

about 998 million in mid-2006. The United Nations (UN) predicts the number of slum dwellers will probably double in the next 30 years; the developing world slum will become the primary habitat of mankind. Urban poverty is one of the biggest stories happening on the planet.

The majority of the world's urban poor are in Asia (581 million), followed by sub-Saharan Africa (199 million), and Latin America and the Caribbean (134 million). India alone has 170 million slum dwellers. But it is sub-Saharan Africa that is witnessing the fastest growth of its slum population – it has doubled in 15 years. At present, 71.8 per cent of sub-Saharan Africa's urban population lives in slums.

In South Africa, for instance, the people feel the state does not have the capacity to deliver housing for the poor and they know that the private sector feels no sense of commitment to do this either, despite having the resources. As a result, their cities are caught in the slum spiral — no solution for existing slums and no way to stop new slums in the continent.

While rural poverty is one cause of slums, another is conflict leading to large-scale displacement. This is particularly evident in Africa. In addition, the comparison between slums and poor rural areas in Africa is different than that between slums and rural areas in other countries, such as India.

For example, compare the situation in India with that of many African countries. The UN-Habitat report holds that urban health indicators and nutrition levels of the young are as bad, or even worse, in slums than in rural areas. However, in India, data clearly shows that under-five mortality remains higher in rural areas. Literacy levels are higher in Indian slums than in the villages, and, even accessibility to health care is better. Most slum dwellers in India find some kind of work and earn money, while their equivalents in rural areas are often left for months without any work or any prospect of money. Levels of acute malnutrition are relatively rare in urban poor settlements in India, even though every now and then such instances do arise. These things are not necessarily true for Africa.

However, regardless of what part of the world a slum is in, and whether or not income poverty is as acute in urban slums as in some rural areas, everyone living in a slum suffers acute deprivation of basic services of water and sanitation. In addition, they feel the insecurity of living in a place from where they could be forced to move at any time. Although it is the absence of security of tenure that is central to dealing with the problem of slums, many countries continue to follow the path of demolishing slums, hoping such action will deter further slum formation. The UN-Habitat report quotes a global survey of 60 countries that noted that 6.7 million people faced eviction between 2000 and 2002 in cities, compared to 4.2 million in the previous two years. Often these demolitions took place without adequate notice being given to the evictees, thereby

violating their basic rights as citizens. Protests and interventions, even by the UN, have made little difference to governments determined to pursue this policy.

Slums are growing in every part of the world, especially in Africa. For example, the Eritrean city of Asmara, where I live, is considered one of the most beautiful cities in Africa. It was built by the Italians about 100 years ago and has a patch of land measuring about two km² on the south-western side. Yet, Mai-Habashawl and Medebber, two of Eritrea's slums, are home to hundreds of people. Most of the people there live in one-room mud or wattle huts, or in wooden or basic stone houses, often windowless. These are Asmara's biggest slums. They are massive ditches of mud and filth.



Street children in the slums of Asmara.

I have walked through the labyrinthine pathways and nameless dirt tracks of these slums. I visited people and found them honest. People of course know they are poor, but that's not their focus and they don't want to be seen by the outside world as desperate people. In fact, most have incredible energy. It is interesting to note that very few people sit around doing nothing: people either work in Asmara or have a small business in the slums themselves. These are vibrant communities with diverse experiences. The poor do not manifest their poverty. Indeed, the unique culture of the Eritreans is that a person with US \$1000 and a person with 10 cents cannot be identified; surprisingly, both behave in the same fashion.

For example, one day, when I was going home during lunch, a young girl about 11 years old, who always greeted me on my way and who was taking three or four dry-breads for her family lunch, said to me, "Teacher, come for lunch." Her invitation indicated her wholehearted love and altruistic attitude towards guests. Interestingly, over the last 10 years I've observed many people respond to such requests by pretending as if they have already eaten and say "tsegeebe" meaning 'I am full', even if they do not eat the whole day.

The future we have been told is urban and that the cities of the future will be largely populated by the poor. Even if steps are taken today, this reality will not change. If facts could shift policy, such facts should. Unfortunately, the process of setting priorities in many countries is based on factors external to the facts and the objective reality.

By Dr. Ravinder Rena

Asst. Professor of Economics, Dept. of Business and Economics, Eritrea Institute of Technology (Under Ministry of Education), Mai Nefhi, The State of Eritrea

How Can I Help TLC?

There are many ways you can contribute to the work of To Love Children Education Foundation International. Please take a moment to review the ways you can help.



Shop Online & Donate!

At www.iGive.com, you can buy the items you've always wanted from Overstock.com, Barnes and Nobles Books, The Gap, Apple Computers, Dell, Best Buy, and more. Rent a movie with Netflix, book travel on Expedia, or get your office to order online supplies from Staples or Office Depot. It's FREE! No invisible costs or tricky obligations. Shop for everyday items at the over 650 stores at the Mall at iGive.com. Up to 30% of each purchase is donated to TLC. What could be easier? Buy the things you always need and always buy and support To Love Children every time you do.

Join now by going to <http://www.iGive.com/ToLoveChildren>



Volunteer!

TLC is 100% Volunteer driven and is looking for new, talented individuals to join our international team of professionals committed to developing sustainable education for the Girl Child.

Positions Open:

International Financial Advisors

Art Director

Accountants

Editors & Writers

Graphic Designers & Illustrators (Print)

Development Staff

For more information on volunteering in any of these positions, or for information on how to volunteer with one of our programs, please send an email to karlyphillips@tolovechildren.org.

Donate to a Program!

Each month we will focus on a part of our many programs where you can make a difference with a \$100 contribution. Any amount goes a long way.

Your contribution will pay for the running of our programs.

Consider making a tax deductible donation of \$100 to one of our international programs.* Please send an email to karlyphillips@tolovechildren.org for more information on how to make your donation today.

*To Love Children is not legally permitted to accept donations from all States at the present time. Please contact karlyphillips@tolovechildren.org if you wish to make a donation and do not reside in one of the following States: California, Colorado, Hawaii, Idaho, Indiana, Iowa, Nevada, Texas, Montana and Wyoming.

The Global Child Journal

The Global Child Journal is a new multidisciplinary journal providing articles to help specialists and non-specialists keep up with research on and developmental efforts to improve educational opportunities for children. Each issue will cover a specific topic from various perspectives. It will include articles on demographics, on education, and on the link between the education of girl children and the economic well being of the community. It will also include reports from the field and from academia on work that is being done to educate children. - \$35.00



For information on how to subscribe, obtain a hard copy, or to place advertisements:

E-Mail: GlobalChildJournal@tolovechildren.org

or to see the online version go to

<http://www.tolovechildren.org/2004/Final%20for%20Web.pdf>

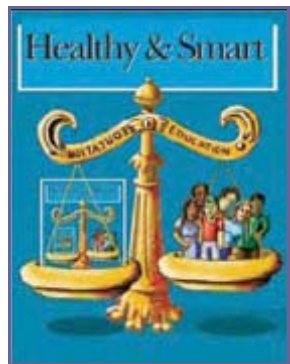
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Curriculum Books

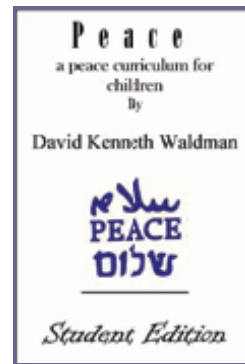
Published by To Love Children and Rebecca House Publishing International.

To Love Children's HIV/AIDS prevention curriculum for Students ages 14 to 18 yrs.
Publishing Date to be announced.

A Peace Curriculum for children ages 7 to 12 years of age.
Publishing date to be announced.



\$25.00

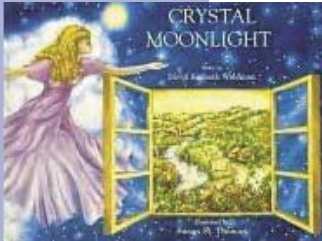


\$25.00

Rebecca House Publishing International

Children's books and cassette tapes for sale

Profits from the sales of children's books and cassettes go towards the operating costs for To Love Children's programs.



Crystal Moonlight by David Kenneth Waldman

For ages 4-8. A blind girl, named Gale, learns to see with her heart and not with her eyes alone.

Price: \$10.95 USD



The Changer by Tatiana Strelkoff

For ages 9-12. A ten-year old boy, named Jeremy, learns the gift of being one with animals from Woodman, a Choctow Indian.

Price: \$10.95 USD

How Teddy Bears Find Their Homes (Audio-Cassette) by David Kenneth Waldman



For ages 4-8. At the age of five, Benjamin Tristan Bear learns that you find your home through love. An original teddy bear song is included.

This cassette also includes the story of *Crystal Moonlight* and a *Crystal Moonlight* lullaby song, as well as the theme song of To Love Children. Ron Dante, a two-time Tony award winner and the voice of *The Archies* and hits such as 'Sugar, Sugar', is featured on this tape, along with the incredible voice talent of Roo Morgan, who has done work for Disney and appeared on the Smothers Brothers TV show.

Price: \$7.95 USD

To order, send a check payable to:
To Love Children Educational Foundation International, Inc.
1550 California Street Suite 6L330
San Francisco CA 94109
rebeccahse@aol.com

TLC recommends that you check with your accountant to ensure what you are able to declare on your taxes when it comes to all donations to non-profits.

Acknowledgements

Thank you for your help!

We'd like to thank the following people for their responses to the survey in our last edition:

Breighan Savage
Farshad Pourmalek
Dr. Ravinder Rena

We listened to your feedback, and what our staff had to say, about our newsletter.

We've added a new section from our Executive Director, a section featuring "fables" that we hope will teach us about one another's cultural heritage, and a News & Updates section.

We will be adding more new sections next month, including Program Updates, Volunteer Spotlights, and more on the progress we are making in our work.

If you have suggestions for stories, please let us know.

If you would like to comment on any of our articles, we will feature your response in our guest editorial section.

Guest Edited by To Love Children volunteer

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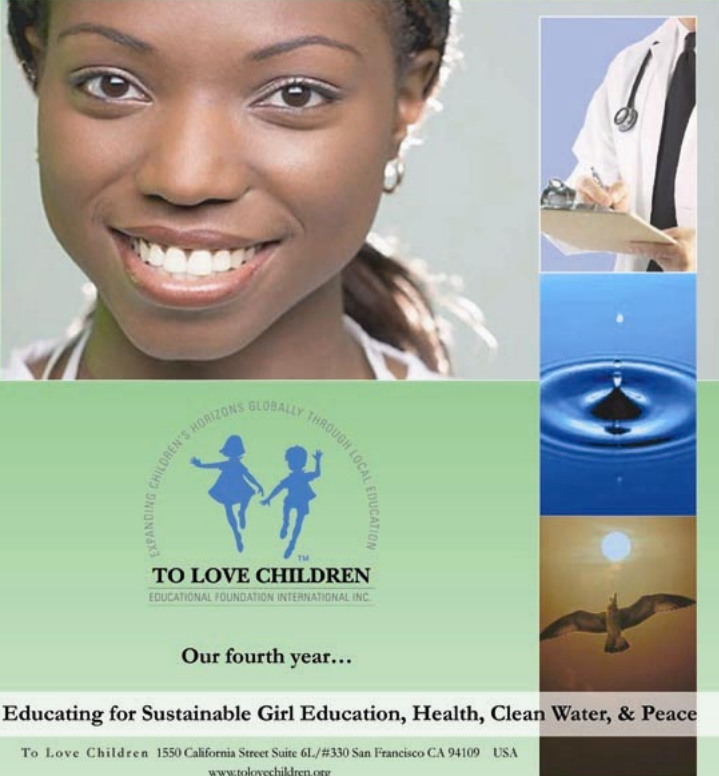
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ANNUAL REPORT 2005



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