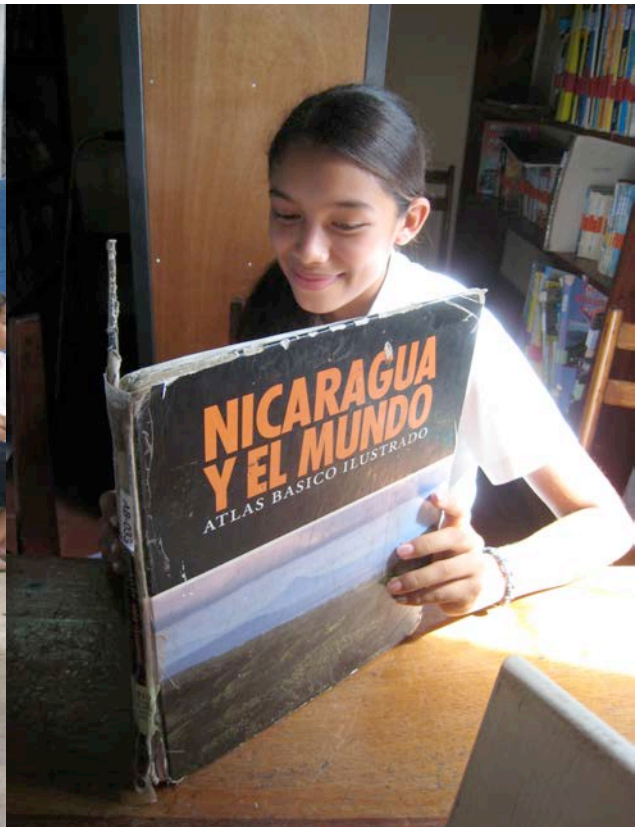




SEEDS OF LEARNING
2010 ANNUAL REPORT

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SOL'S MISSION

Seeds of Learning is dedicated to promoting conditions for quality learning in developing communities of the Americas while educating its North American constituents about the rich cultural diversity and the educational and social needs of poorly resourced communities in Central America.

SOL'S VISION

Seeds of Learning envisions a world in which all persons have access to quality education, where cross-cultural experiences promote understanding, and where people are empowered to effect positive change.

EXECUTIVE SUMMARY

2010 marked another year of new success, challenges and overall growth for Seeds of Learning. Thanks to the efforts of the Board of Directors, Advisory Council, staff, volunteers, community members, and donors alike, in 2010, SOL was able to:

- Build or remodel 11 classrooms in four communities in Nicaragua and El Salvador (bringing the cumulative total to 123 new or remodeled classrooms). We also built two new school kitchens.
- Send 227 work group volunteers to Central America (bringing the cumulative total to over 2300 volunteers),
- Award and mentor 99 scholarship students (at primary, secondary, and university level) (bringing the cumulative total to 861 scholarships awarded since the program began),
- Offered vocational classes (music, sewing, drawing, dance) to over 370 people in Nicaragua,
- Facilitate the exchange of cultural and art projects and letters between 4,000 students and teachers in Central America and the United States,

In 2010 we look forward to continued program growth in Nicaragua, El Salvador and the United States. We plan to continue our expansion of operations in Nicaragua with the construction of another new school in the department of Matagalpa. We welcome a new and exciting partnership with Pencils of Promise in Nicaragua. In the United States, our work group program is expanding each year. We look forward to stable leadership as we continue to enrich the future thru education.

Sincerely,



Annie Bacon
Executive Director

THE SEEDS OF LEARNING TEAM

Founders

Todd Evans, Co-founder and USA Director 1991-2000;
Fund Development Director 2000-2002.

Patrick Rickon, Co-founder and Nicaragua Director
1991- June of 2002; Construction Projects and
Vocational Program Director 2003-2004, Nicaragua
Director 2005 - present.

2010 Board of Directors

Oscar Salinas - *UC Berkeley Board Fellow (non-voting member)*. Masters of Business Administration Candidate, Haas School of Business (UC Berkeley).

Andrew Davis – *Board Vice President*. Director of Admission, Crystal Springs Uplands School, Hillsborough, CA. Founder Kieve West, Nobleboro, ME.

Laurie Dinwiddie – *Board President*. Senior Mortgage Associate, Mission Hills Mortgage Bankers, Sonoma, CA.

John Donnelly – *Board Member*. Retired professor of economics and associate director of international programs, Washington State University (1968-1998). Previous member of SOL's Board of Directors, and Chair of Program Committee (2001-03).

Mark Etherington - *Board Member*. Chief Building Engineer for Barker Pacific Group in Novato, CA.

Matthew Evans – *Board Treasurer*. Director of Business Development, Center for Entrepreneurship in International Health and Development.

Ivan Lieben – *Board Member*. Attorney for the United States Environmental Protection Agency, Region 9, San Francisco, CA. Adjunct Professor of Law at Golden Gate University, San Francisco, CA.

Mike Turgeon – *Board Secretary*. United Methodist pastor serving in the California – Nevada Conference.

Joe Wire – *Board Member*. Chief Financial Officer for the Golden Gate Bridge Highway and Transportation District, Piedmont, CA.

We thank Joe Wire for his tireless six years of serving on SOL's, board, as he completed his second term at the end of 2010.

USA Staff

Annie Bacon, Executive Director (2006 – present)

Daniel Plies, Program Director (2007 – present)

Justin Caletges – Administrative Assistant, Webmaster



Co-Founder Todd Evans reads a book with students in Nicaragua.

El Salvador Staff

Sofia Baires, El Salvador In-Country Coordinator (2008 – present)

Roberto Rivas, Construction Supervisor (1999 – present)

Victoria Mejia Vargas – El Salvador Program Assistant

Nicaragua Staff

Patrick Richard Rickon, Co-founder and SOL Nicaragua Director

Aileen Huang – San Ramon Site Manager

Urania Carcache Pastora, Director of Education Programs

Theresa Chavez – Administrative Operations Manager

Izayana Carcache Pastora – Director of Learning Resource Center

Victor Gonzalez – Work Group and Construction Project Assistant

Ana Mercedes Carcache Pastora, EAP/ Scholarship Program Coordinator

Jaime Torres Vega – Educational Rural Extension Programs Coordinator, Computer Courses Instructor

Irene Suárez Torres, Administrative Assistant

Damaris Vallejos, Children's Area Attendant and Dance Instructor

Hazzle Guterrez, Reference Library Attendant

Gloria Rivas Calero, Reference Library Assistant

Carmen Duarte, Sewing Course Instructor

Jorge Luis Tremenio, Music Instructor and Grupo SOL Director

Daniel Ruiz Espino, Construction Projects Supervisor

Blanca Azucena Ruiz, Janitor/ Logistical Support

Pedro Tremenio, Night Watchman

Ubaldo Gutierrez – Scholarship Tutor

Kaylen Hillyer, English Instructor (Peace Corps Volunteer)

Professional Services (Nicaragua):

Wilmer Gonzalez, Accountant

Professional Services (USA)

R.J. Ricciardi, Inc., CPI tax preparer and auditor

Beth Beaulieu, volunteer bookkeeper

Michael J. Murphy, MJM Creations, Graphic Designer

2010 PROGRAM REPORT

SOL El Salvador programs have been in the departments of Chalatenango, Cuscatlán, Santa Ana, Usulután and Sonsonate. SOL offers high school and university scholarship, school construction and work group programs in El Salvador.

In Nicaragua, SOL continues to focus the majority of its resources and efforts in the Municipalities of Darío and San Ramon, in Department of Matagalpa. Over the past decade, SOL's Learning Resource Center in Ciudad Darío has earned a reputation of offering high quality educational opportunities and support and for promoting art, culture, music, and vocational education training.

SOL programs operate out of the two Learning Resource Centers in Ciudad Darío and Las Delicias. The LRC's provide high quality resources that help to mitigate the deficiencies of the national educational system. In the centers, SOL offers low cost and free vocational, cultural, and arts courses. SOL offers the following programs to strengthen the educational system: Learning Resource Centers, Rural Extension, Teacher Support, Education Advancement or Scholarship Program (EAP), School Infrastructure, Sister

School and Work Group Program. North American volunteers add an international dimension to our mission through cross-cultural exchange.

LEARNING RESOURCE CENTER (LRC), Ciudad Darío, Nicaragua

The LRC in Darío continues to be the core of SOL-Nicaragua educational programs and serves as a hub for education and culture to the surrounding communities. The LRC also serves as the headquarters for all of SOL's other educational programs.

LRC welcomes an average of three hundred visitors each day. The LRC serves a diversity of people ranging from three-year-old children to students, teachers, parents, and community members who take courses in sewing, crafts, music, dance, and art. The LRC has six different areas available for public use: (1) the Children's Activity Room (Sala Infantil), (2) the Library and Research Area, (3) the Teacher Support Area, (4) the Rural Extension Resource Area, (5) the Vocational Courses Room, and (6) the outdoor multi-purpose area.

Children's Activity Room (Sala Infantil)

The Children's Activity Room is visited by an average of 100 children daily. In the morning, most of the visitors are younger children not yet in school, while in the afternoon children of all ages come to choose among an inventoried 280 activities that complement the academic curriculum, with the assistance of SOL staff and volunteers. Resources include hundreds of storybooks, puzzles, educational videos, and board games. Staff and volunteers organize special activities every Friday, including painting, drawing, writing, group games, arts, and crafts. Staff continues to promote habitual and dramatic reading in youth and children through a volunteer driven reading corner that features participatory reading activities.

Library and Research Area

The Library and Research Area provides research assistance and access to information to an average of 70-100 daily students (primary, secondary, and university), professionals, and community members. With over 4,000 titles and resources in the LRC, it is the largest and most up-to-date collection of books in Ciudad Darío.

Teacher Resource Area

Teacher Resource Area is a resource lending library offering teachers textbooks, instruction manuals, maps, globes, visual aids, and a myriad other teaching and didactic tools.

Learning Resource Center- Darío Courses

Every semester the LRC offers publicly open sewing, dance, music and art courses taught by highly qualified members of the community.

SATELLITE LEARNING RESOURCE CENTER (SLRC), Las Delicias, Nicaragua

The Satellite Learning Resource Center is located in the rural community of Las Delicias, near Ciudad Darío, and also serves the surrounding six communities: San Juanillo, El Congo, La Esperanza, El Proyecto, La Flor, El Jícaro, and Caña de Castilla. The SLRC is managed by the communities through an elected volunteer guidance committee and supervised by SOL Educational Programs Director, **Urania Carcache**.

In 2010, the SLRC offered regular courses in music, drawing and sewing. The center is open to the public every weekday and frequently on weekends for special activities throughout the year and serves 30-50 people daily. The center's all-volunteer staff includes SOL scholarship recipients, teachers, and community members.

RURAL EXTENSION PROGRAM

Established in 1998 with a Sister Schools initiative, the Rural Extension Program strengthens education in rural areas and brings many of the services and benefits of the LRC-Darío to the rural communities surrounding Ciudad Darío.

The Rural Extension Program is highly integrated with both the Sister School Program and the Teacher Support Program. Among other things, the Rural Extension Program uses the Sister School Program as a vehicle for distributing much-needed school supplies to rural Sister School communities. In 2010, SOL distributed hundreds of pounds of pencils, paper, pens, rulers, markers, text, sports equipment and storybooks to 30 Sister School classrooms (directly benefiting well over 2000 students).

TEACHER SUPPORT PROGRAM

The Teacher Support Program was established in response to and in recognition of Nicaraguan teachers desperate need for training, resources, and other forms of support in order to be more effective in their classrooms. The program consists of the Teacher Resource Area in the LRC; pedagogical workshops and staff support visits to rural classrooms. The teacher workshops are coordinated by SOL, but facilitated and taught by the local teachers and experts within SOL's teacher and community network.

EDUCATION ADVANCEMENT PROGRAM (EAP)

Nicaragua – In 2010 SOL awarded a total of 82 scholarships to students in Nicaragua.

Total SOL Nicaragua Scholarship Students in 2008, 2009, and 2010:

	2008	2009	2010
Primary	24	31	33
Secondary	33	34	40
Post-Secondary	7	7	9
Overall	64	72	82

As beneficiaries of the Education Advancement Program, SOL scholarship students receive more than just economic aid and material support. They also are exposed to art, culture, and practical skills by participating in guitar, art, or dance courses offered by SOL. Scholarships students gain a spirit of service

through regularly volunteering at the LRC or in their communities. Students, as well as their parents attend workshops on topics such as self-esteem, sexuality, good study habits, and team-teaching in elementary school classrooms (for students volunteering in rural schools).

El Salvador- In 2010 SOL supported a total of 17 students with scholarships (9 high school and 8 university students.)

SCHOOL INFRASTRUCTURE AND CONSTRUCTION

Since 1992, SOL has collaborated with the residents of rural communities in Nicaragua and El Salvador to build school classrooms. Once SOL commits to a school building project, SOL provides all building materials and supervises the construction process, while community members provide labor and organizational support. During the construction process volunteer work groups from the United States and Canada lend a hand in mixing mortar and concrete, laying bricks, tying rebar, and support the community's effort through SOL.



Nicaragua

Agua Fria- SOL helped build three classrooms school for the 60 enrolled students.

Santa Isabel- SOL constructed 2 new classrooms, a kitchen and bathrooms. This school enrolls 60 students.

El Blandon- A 2 classroom expansion for the 205 student school.

Tapasle- One preschool, a school kitchen and bathrooms were added to this overcrowded school.

El Salvador

Aaron Joaquin – Pascale Goslain School.

SOL added on a school playground facility and began the construction of a school athletic field. 400 students were enrolled in the school in 2010.

Utalco-

SOL helped to construct 3 new classrooms and bathrooms. The school enrollment is 110.

SISTER SCHOOL PROGRAM

In 2010, over 2,000 students and 80 teachers were involved in SOL's Sister School Program. Students and teachers from 35 classrooms in the US exchanged letters and creative projects throughout the year with 20 partner schools in Nicaragua.

Participating Sister Schools, 2010

United States

Flowery School, Sonoma, CA
Sanchez Elementary School, San Francisco, CA
Robert E. Willett School, Davis, CA
Hawken School, Lyndhurst, OH
Alameda High School, Alameda, CA
Beach Elementary School, Portland, OR
Mendocino Satellite School, Mendocino, CA
Cesar Chavez Elementary School, Davis, CA
Rainbow Preschool, Mendocino, CA
Little Lambs Preschool, Fort Bragg, CA
Fort Bragg Middle School, Fort Bragg, CA
Old Trail School Bath, OH
Santa Rosa Charter School, Santa Rosa, CA
Tara Hills Elementary School, San Pablo, CA
San Marin High School, Novato, CA
West Marin School, Point Reyes Station, CA
Marin Horizon School, Mill Valley, CA
Notre Dame Cathedral Latin, Chardon, OH
Emerson Jr. High School, Davis, CA
Latin American Montessori Bilingual, DC, MD

Central America - Nicaragua

La Remonta School
Los Cocos School
Palo de Agua School
Las Mesas School
San Juanillo School
Regadillo School
El Chaguite School
El Tempisque School
Ebenecer Preschool
Ebenecer Preschool
Santa Ludia de Jaguas School
Las Delicias School
Pueblo Nuevo School
Dos Quebradas School
San Pedro School
Asiento Viejo School
El Roble School
Los Llanos School
Agua Fria School
El Blandon School

WORK GROUP PROGRAM

Each year volunteers from the USA participate in SOL's Work Group Program. Groups spend 7–15 days working side-by-side with local community members and SOL staff to construct a much-needed school in

Nicaragua or El Salvador. They support SOL's work in other ways as well, including donating school supplies and organizing children's activities.

SOL's program includes an education program, enriching the work group experience by enabling volunteers to better understand and contextualize the present-day realities that they witness in-country. The work groups allow volunteers to have a rich cross-cultural experience and to build something of enduring value.

In 2010, SOL volunteers came from counties all across California, Ohio, Oregon, New York, Virginia and Canada. We welcomed a total of 227 work group volunteers who traveled to El Salvador, and/or Nicaragua.

2010 PARTNERSHIPS

Nicaragua

MINED – (Ministry of Education) - SOL continues to cultivate a close collaboration with MINED. SOL has established a fluid communication with teachers of all rural communities and exchanges information about school construction projects and other educational needs. MINED supplies teachers to all SOL built schools.

SUEÑO DE LA CAMPANA – Collaborated to identify communities where school buildings are needed, host work groups, and support education in the San Ramon area.

El Salvador

FEPADE (Business Foundation for Educational Development)- SOL is sharing ideas about teacher training to utilize expertise of this local development organization.

MINED- (Ministry of Education) - SOL works closely with the Cuscatlán regional office to plan and strategize serving the needs of public education in this department.

Utalco Municipal Office –Local Mayor contributed transportation, construction equipment and logistical support for SOL volunteers.

USA

One Dollar for Life – SOL is excited about the partnership and support from One Dollar for Life (ODFL). In 2010, while not able to send a work group to Nicaragua, ODFL supported the construction of one classroom in the Santa Isabel school in the San Ramon Area.

Pencils of Promise (PoP) – SOL is excited about the new partnership with PoP. In 2010, the organizations worked together to construct three schools in Nicaragua, including: El Blandon, Agua Fria (preschool), and Santa Isabel. The Tapasle School project also began in 2010, and was completed in early 2011.

UC Berkeley Haas School of Business – For the last few years, Sol has partnered with the UC Berkeley Haas School of Business, and welcomed a Berkeley Board Fellow to sit on SOL's board, and work on a project. In 2010, SOL worked with Raphe Beck for the first half of the year, and Oscar Salinas for the second half of the calendar year.

2010 SOL SUPPORTERS

SOL would like to sincerely thank and appreciate each and every person who made a financial and volunteer contribution to support its programs in 2010. With the support of hundreds of individuals, we were able to offer outstanding programs to thousands of people. Below are the financial contributions made to SOL in 2010. In addition, thousands of volunteer hours in the US, Canada, Nicaragua, and El Salvador were given.

\$5000+

North Peace Secondary School
 Pencils of Promise
 Hawken School
 Corstone
 Jesuit High School
 University of Florida
 Scott Raymond Evans Foundation
 Hughes Goodwin
 Whitworth University
 One Dollar For Life
 University of Portland
 Palo Alto University Rotary Club
 Jay and Carri Ziegler
 William and Lynn Starr, Jr.
 Edward and Rose Mary Schmidt
 Heather Smith
 Jean Rene Goslain
 David Donnelley
 Anonymous
 Robert and Gail Feenstra
 The Kustel Family
 Cobelfret
 Richard and Mabelle Wolf
 Vadasz Family Foundation

\$1,000 - \$4,999

Todd and Margaret Evans
 Village By Village
 Jennifer and John Wolfe
 Terry and Mark Boyer
 Peter Marks
 David and Mary Richenstein
 Peter and Janet Craddock
 The Oak Tree Philanthropic
 Foundation
 Kathy and Bruce Hornsby
 William and Mary Paolino
 Stephen and Kristine Sheerin
 Jeffrey and Sandra Jones
 Ronald and Laura Gaman
 Roger Wright
 John Belz and Linda Spence
 Jan Zlotnick and Jeanette Lebell
 Mendocino Presbyterian Church
 Tom and Jean Roth
 Larry Harper and Eszter Freeman
 Broughton and Kelley Bishop, Jr.
 Dr. Anthony Illo
 Lyle and Julie Hubbard
 Moira Delgado
 Fred Coccodrilli
 and Belinda Adkisson
 Charles and Carolyn Cameron
 Andre Delaporte
 and Pamela Cornetta

David and Diane Kalez
 Sharon and Mason Van Buren
 Elizabeth Dennis
 Derne Greene, Jr.
 and Leona Logue-Greene
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 First Congregational Church
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 Katherine Myers
 Adam Stein and Roberta Hodges
 Animal Care of Woodland
 James and Evelyn Brazier
 James and Carol McMonagle
 John and Kathy Tercek
 Valley Community Presbyterian
 Church
 Karyn Beall and Michael Forsey
 Allyson Landreville
 Jim and Janet Leonard
 Rotary Club of Sonoma Valley
 Denise Woods
 Scott and Margaret Jonsson
 John and Sara Donnelly
 Laurie Dinwiddie
 Edward Jones
 Patricia and Jay England
 Rudy Doormann
 Idlewild Presbyterian Church
 Mt. Tamalpais United Methodist
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 St. John's Episcopal Church
 Sage Marketing, LLC
 Catherine and Greg Stern
 Ivan Lieben
 and Karina Marini-Lieben
 Andrew and Robin Davis
 David Wade
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 Andrea Davis
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 Chiles Foundation
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 Community Congregational
 Church of Tiburon
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 Beth Beaulieu
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Leland Doan
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 First Congregational Church
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\$500 - \$999

Langdon Stevenson
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 Annie and Jason Winship
 First Presbyterian Church
 of San Rafael
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 Todd and Courtney Harris
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 Alan Durfee and Janice Mattison
 Nonprofits' Insurance Alliance
 of California
 Women's Fellowship, First
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 and Rebecca Sagalyn
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 Mary Cort
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 Fort Bragg Disposal Waste
 Management
 The Bascom Family Trust
 Susan and Stanley Cohen
 Klarise Davis
 Sally Day
 Teri Goodrich
 Karen and Michael Moreland

Margaret Evans Tuten Foundation
Hugh and Anne Wire
James Cashel
Mr. and Mrs Shaugn Stanley
West America Bank
Kiwanis Club Of Sonoma Plaza
Paul and Joni Minault
Robert and Julia Iantosca
Barker Pacific Group
Mendocino High School
Scott and Teri Miller
Eileen Bernfeld
Richard and Susan Percy
Chia Wen Chuah
Brad Rothenberg
and Dena Fischer
Rene and Nicole Derouin

\$100 - \$499

Patricia Allard
Marion Williams
Mike and Katherine Neuenfeldt
Flora Durfee
Richard Zwaal
James and Laura Hall
Luna Armstrong
Ray and Barbara Magnuson
Howard Eisenstark, M.D.
David and Grace Noyes
Jean Marks
Ramon Aldana
Infineon Raceway
Colleen Harrison
Mendocino Theatre Company
Mary O'Riordan
Daniel Poore
Harold Brevig
Timberline Electric
Anne and Harrison Frahn
John and Nell Evans
Jim and Bertie Weddell
Richard and Janice Chadwin
The Red Grape
RMR Construction, Inc.
Soroptimist International of Chico
Clare McCamy
and Harrison Miller
Jeannie Runnion
Pamela Pacelli
Sam Legg
Ramon and Graciela Contreras
R. L. and Ruth Davidson
Bruce Tenenbaum
Larry and Karen Breedlove
Alison Zuber
Bruce and Marybeth Wolfe
Cameron and Frances Wolfe

Kari Peterson
Lindsay Goodwin
Carol Donnelly
Margaret Graf Horine
Kathy Swett
Julie Kirklandslager
Keith Bongiovanni
and Patricia Moore
Andrew Young
and Sylvia De Trinidad
Mark and Allyson Etherington
Carrie Shaw
and Marc Hoshovsky
Lorraine Fazzolare
Charles McKinley
and Martha Schaffer
Tony Weinress
and Christine Kelly
B.R. Cohn Charity Events
Christina Stimmann
and Emily Lacock-Stimman
Silicon Valley Community
Foundation
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Andrew Black
Michael Hedley
and Nancy Blankinship
Robert Hamilton
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and Dr. Brian Wirick
Brian and Kathryn Lau
Rachel and Alexander Mullen
Yvette and Harold Newlin
David and Nancy Levi
Lisa Papagni and Susan Franck
Suzanne Boddy
John Binns
Beverly Singer
Ward Wallam
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and Sheila Botein
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and Hilda Teran-Franklin
Dean Wilson
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and Mary Lynn Tobin
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Julian Weichel
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Linda Carroll
Mary Lou and John Wheat
John and Diane Graves, Jr
Mike and Jill Etherington
Richard and Sally
and Nicole Fish
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Gil Bailie
North Bay Insurance
Jane and Robert Foglesong
Ad-Vantage Marketing
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Jeffrey Feuer
Native Sons of the Golden West,
Sonoma Parlor #111
Sharon Irvin
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Toni Calavas
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Lorna Wuertz
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Far Fetched Imports, Inc.
Baksheesh
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Margaret and Allen Bacon
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Allan and Helen Ridley
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Dominique Leguitto
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 and S. Fegan
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Doug Mo
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G. A. and F. M. de Pinna
Vasco de Pinna
Thomas Saunders
Maury Liwerant
Stephen Mason
Penelope Mercer
Marilyn Wykoff
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 and Niki Rivers
Ed Dollard
Abigail and Paul Koenig
Adam Bloom
Georgia Cestaro
Karen Wolfe
Elizabeth Campi
 and Kristin Stoneking
Carolyn and Bruce Schilling
Shanly and Diana Stach
Roya Koutchekinia
 and Aaron Flin
Salim and Kara Afshar
David and Kathleen Manville
Frances and Wallace Manville
Marilyn Mills
Alfonso and Susie Valenzuela
Paul Peyrat

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Vanessa and Issam Yassine
Micki and Pieter Goedewaagen
Joanna Wigginton
Michael and Margaret Arighi
Bob and Helen Rowntree
Steve Cohen and Judith Frey-Cohen
Jean Lafond and Mychelle Mowry

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 Richard Peters
 Mary Quinlin
 Catherine Oslund
 John and Kathleen Waters
 Melanie Bowden
 International Drugstore
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 Deena and Mark Zarin
 Robert and Janet Smith
 Jo Ann Consiglieri and Jim McFadden
 Heather and Ryk Schoonheim
 Jeffrey C. Lopes, D.M.D.
 Garry Gooding and Sarah Scott
 Gooding
 Ian Lawlor
 Chalon Bridges and Dan Sondheim
 Gail and Peter Nichols
 James Toney
 Matthew Fleming
 Alicia and Blair Benson
 David and Carolyn Shankland
 Emmy Schorr
 Richard Smeriglio and Ellen O'Brien
 Judy and Fred Karlson
 Charles and Mary Brown
 Marc Burgat and Ursula Ruffalo
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SOL's fundraising and general administration costs together combined in 2009 to give SOL an 11% overhead expense. 2010 financial audit is currently still being completed. For a complete view of our finances, please feel free to contact the office to request a copy of our audited financial statements upon their completion.

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