



A Woman Leader

When others are sitting,
you will stand
When they stand, you
will stand out
When others stand out,
you will remain
outstanding
In all your ways.

—Bunmi Obasa,
KIND's YWL 2003 Class



Annual Report 2004

Brief Background

KIND was born with the death of Kudirat Abiola, a leading democracy activist who was killed by soldiers in 1996 because of her campaign against military rule and for democracy in Nigeria. In its early years (1997–1999), the organization was based in the USA where it worked closely with Amnesty International and Africa Fund, the oldest Africa advocacy organization in the USA to support an international movement for democracy in Nigeria. In 1999, the year that Nigeria's military generals agreed to hold elections and end 30 years of military rule, KIND opened its office in Nigeria.



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Letter from the Executive Director

Dear KIND friends,

2004 was the second full year in which we offered KIND's Young Women's Leadership Programme. Again, it was a great success. 18 women were selected from across the country and all but one graduated from the programme. The 18th was promoted to a new position in her company from which she could not take the three weeks needed for the intensive training. She, however, became the youngest member of KIND's donor community.

As the young women moved through the three sessions of our leadership programme, they expressed the many ways it was transforming them, from women on the defensive to women who were secure in the knowledge that they had much to offer. From women with so many frustrated dreams to women who found innovative ways to advance their dreams. From women who waited to women who rose to meet the demands of the times.

Instead of satisfaction, with the programme's success, all of us at KIND felt guilty. Our numbers, 18 young women, was such a small drop in the ocean of young Nigerian women. To extend our reach, we recorded several firsts. For the first time, our June 4th Anniversary programme took us into 10 public high schools in Lagos with an essay competition that probed the young minds there about their understanding and appreciation of the contribution women have made to Nigeria's development. For the first time, we published a book on one of Nigeria's heroines, the inspiration for KIND, Kudirat Abiola, and used the occasion of its launch to raise funds for the development of a permanent KIND Centre.

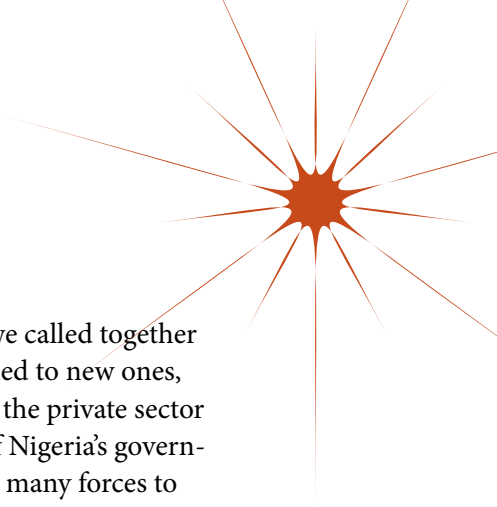
In attaining these firsts, we called together our old friends and reached to new ones, forged relationships with the private sector and with different tiers of Nigeria's government, pulling together so many forces to stand with and for young women's leadership. From the many generous acts that flowed from our reaching out, I'd like to highlight two: first, KIND applied and was approved for a piece of land from the government of Nigeria's federal capital, Abuja, which means that the capital will be home to our permanent Centre; and second our community of Nigerian donors grew from 13 in 2003 to 41 in 2004.

All of these would have made 2004 a success, but the year was not done. As the sun set, KIND received a much sought for grant for Kudra, a programme that will take our leadership curriculum to 2250 young women in Nigeria's universities from 2005 to 2007. With the coming year, KIND can look forward to training 750 young women and not just 18. Our over 30 alumni from the 2003 and 2004 classes of the Young Women's Leadership Programme have quickly signed up to offer the training and support the new programme. From a few to many, it is in this way that change happens. Our story unfolds so wonderfully, thanks to you.

On behalf of all of us at KIND,
My sincere appreciation,

hafsat abiola

hafsat abiola





2004 June 4th Programme

The 8th anniversary of Kudirat Abiola came just a day after the “Celebration of International Day of the Child”. This year’s essay competition with theme, “Women and the Struggle for Freedom in Nigeria” aimed at raising popular awareness of and appreciation for women’s roles in nation building. Ten secondary schools from Lagos participated in the essay competition. KIND chose high schools students as the essay competition’s target population in order to introduce progressive ideas about gender into minds that were still open to alternatives to patriarchy. Ivy College, Ogba and Ilupeju College, Ilupeju came third, Model College, Agege came second while the easy by Chinyeaka Ahuluegbulam of Anthony Village High School, Anthony, emerged the winner.

In her winning essay, Chinyeaka chronicled the contributions of women from pre-colonial Nigeria to modern times. She wrote eloquently about Queen Amina of Zaria, Madam Tinubu of the Bonni

Empire, Mrs. Obasa and the Women League, Lady Abayomi, Mrs Ransom Kuti, and Kudirat Abiola. Inspired by the remarkable achievements of these pioneering women leaders, Chinyeaka concluded her essay by noting that “today, women have learnt from their legacy and have risen to hold good and vital position in Nigeria, so I say to you what a man can do; a woman can do even better.”

Chinyeaka’s beautiful work and those of other essay finalists were rewarded with prizes sponsored by Dele Momodu of Ovation Magazine, Commissioner Rauf Aregbesola (State Ministry of Works and Housing), Mr. Idowu Obasa (Chairman, Onigbongbo Local Government Area), and British Council, Lagos. Building on the success of the competition, subsequent competitions will include high schools in more states in Nigeria.



Picture Below: Chinyeaka Ahuluegbulam



“today, women have learnt from their legacy and have risen to hold good and vital position in Nigeria, so I say to you what a man can do; a woman can do even better.”





Book Launch

On September 11, 2004, KIND commemorated the 8th anniversary of Kudirat Abiola's death by publishing and launching a book on the life and times of the democracy activist. The book titled Kudirat Abiola: Steps in Time, contained commentaries from gladiators in the Nigerian political scene as well as people that had a close interaction with her. It also boast of photos that depict her life, spanning from childhood to her demise; and her views as encapsulated in speeches, comments, and interviews.

The launch was well attended by national political, civic, and business leaders, who donated generously to support KIND. Proceeds from the launch were put into a fund to be used to develop KIND's permanent centre. The book, which is widely available in bookstores in Nigeria, is expected to help translate Kudirat's life of service into a living legacy.



Professor Wole Soyinka delivering a speech at the event



A cross section of members of the high table at the book launch and celebration of life of Kudirat Abiola (From L-R) Professor Wole Soyinka, Alhaja Salamatu Badru Deputy Governor Ogun State, Chief Femi Pedro, Deputy Governor Lagos State, Ms Hafsat Abiola KIND ED, Chief Bode Olajumoke, Chief Olabode George, Chief Kokori)



Kudirat, Steps in Time being displayed at the launch



Outreach

KIND's Executive Director gave several speeches in 2004 on the theme of youth participation in nation building and prospects for democracy in Nigeria. Two of the speeches, which were later published in national newspapers, have been reprinted below.

Remarks On Youth And Leadership

*Delivered By Hafsat Abiola
During The National Association
Of Nigerian Students
Merit Awards Ceremony
On November 26, 2004
Published In Punch Newspapers
On Dec. 26, 2004*

Chairperson, distinguished ladies and gentlemen,

Young people are frequently described as leaders of tomorrow. Often, this description excludes them from the process of governance today. However, work done to develop strong youth leaders today secures our tomorrow.

The remarks I have prepared on 'Youth & Leadership' focus on how to bring forth a certain kind of leader, which I call a transformational leader. While these remarks focus on transformational leadership in a political context, I believe it can be applied to other contexts for leadership-expression as well.

In reflecting on youth leadership formation today, the question we must begin with is what is required? This question allows us to consider our past, our current situation, map several futures and consider what roads we would like to take to arrive at our preferred destination.

In considering our past, we see that in Sub-Saharan Africa, the nature of relationship between political leaders and followers is transactional. Followers follow in exchange for gifts and favours. In the absence of these gifts and favours, they won't follow.

So political leaders have one preoccupation — secure access to and flow of gifts and favours, as these are the currencies of the political marketplace.

Consequently, when leaders form groups, which we call parties; these parties become machineries for accessing money so that they can redistribute it. When they enter government, they subvert the state into a machinery for accessing money and opportunities that they can distribute. The more popular the leader, the more damage he is likely doing to the state from which he is sucking the money for maintaining his power base.

What is our current situation? Currently, we are at a crossroad. The last years of military rule awakened most people to the danger of a system that is based on sucking the blood from the national body. Now we see that such a system may kill the body and create a society dominated by vampires. We see that this preoccupation for sucking the nation's lifeblood makes it impossible for political leaders to do anything else. Now, Nigeria is poor, our hospitals have no medicine, our schools no books, our workers no jobs, and even where they have jobs, with an economy that is not growing, they don't receive adequate salaries.

Even the leaders don't benefit. A system that requires certain people to constantly dole out gifts and favours to secure followers does not foster trust. Leaders see that as soon as they lose access to money and opportunities, their followers abandon them and begin looking around for another

sponsor. Also, the demands for patronage is never ending and ever increasing since the system continually erodes all institutions in the society, making it difficult for people to achieve even the simplest desires without asking for favours from connected people. So this system is inefficient for leaders and followers alike.

The struggle to end military rule, however, does not mean a necessary end to this system. The system I have described can persist for a time in a democracy, although as we saw during the First and Second Republics, it often leads to absolute rule (dictatorship) or absolute collapse (anarchy).

For the system to end, we need transformational leaders.

I'd like to share what, for me, are the four main steps to transformational leadership.

Step one is revealed in Gandhi's advice when a young person asked him – 'what should I do with my life?' Gandhi responded – 'be the change you wish to see.'

Youths seeking the road to transformational leadership must become the change they wish to see. Applying these wise words involves asking two questions — what is missing in Nigeria today? And the second is how can I take responsibility for providing it?

In Nigeria, we spend so much time talking about what is missing. Often whenever we gather, we talk about things that are wrong, so the first question may not be so difficult to answer. The second, however, goes against normal practice. What we normally do is complain, and then begin to identify people that we can blame. Person A or B is at fault. However, in order to be a transformational leader, you have to say 'this is what is missing and here is what I will do to provide it.' The more specific and imaginative you are the better.

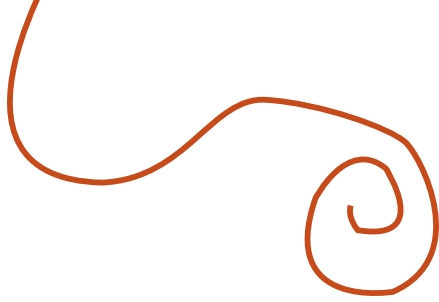
As you try to 'be the change,' you will see that it can be incredibly difficult. For example, if you decide that corruption is the heart of the past system, then you may choose to become someone that does not take bribes or seek personal favours from people in political positions. This would mean you have to live on your salary. You will see your friends who use their relationships with important people secure money to buy nice cars and clothes, to travel. What you see will challenge your commitment.

Yet, it is critical to try to 'be the change' because followers learn not by what leaders say but by what they do. **So step one is to be the change you wish to see.**

Step two is captured in Pat Utomi's description of transformational leaders. According to him, these are leaders who "can see a tomorrow that today cannot see." His comment captures the most important trait of this form of leaders. Transformational leaders have vision.

Young people seeking to become transformational leaders must have visions big enough to trump any temptation to simply continue with the status quo. Going back to the example of corruption I used before, it is not enough to say 'I will not be corrupt.' You must also say why you will not be corrupt. You must say what you are seeking that makes it important that you not be corrupt. In essence, what is your vision?

Many of us have a vision of a Nigeria where its people have opportunities to advance themselves. A vision of a nation that is strong. So when we see friends with the rewards from their relationship with a corrupt system, we can simply say – 'my vision is a great Nigeria, so I will not accept bribes.' Without a clear, big vision, you easily become servants of power. With a big enough vision, power serves the vision through you.



One way of getting to the heart of your vision as a leader is to ask the question – what do I stand for? Gandhi stood for the independence of India from British colonial rule. Martin Luther King stood for the emancipation of black people from systemic racial discrimination in America. Margaret Ekpo stood for the enfranchisement of Nigeria’s women. What do you stand for?

When you take a stand, your life is given over to your stand. And in some cases, your stand will claim your life. From the story of Jesus 2004 years ago, to the story of Mandela, MKO and Kudi Abiola more recently, we see many examples that show why taking a stand is often not a popular option. But if you mean to make a difference, then you must be willing to submit yourself to an idea, to take a stand.

So step two: discover a vision big enough to capture your commitment.

Next is ‘engage others.’ Engage others with your vision. Get them to commit to it. Get them to take ownership for its realization. This is especially important because sustainable change can only come when there is awareness that things that were previously acceptable no longer are.

Transformational leaders must engage others in translating their vision into —

New attitudes (*if we accept this vision, how must our thinking change?*),

New practices (*how must our behavior change*), and

New systems (*how must our institutions change?*).

By working as a community, you and others begin to learn what it means to accept this new idea, what changes does it require of you? You begin to create a new culture of expectations, which becomes the unrelenting pressure that pulls everyone to become the change that we wish to see.

So step three is transformational leaders must engage others in changing the rules of the game.

And the fourth is practice, practice, practice. An athlete works out to develop fitness, strength, flexibility, stamina, resilience, muscle tone, and capacity. By developing his condition, he is able to access his natural talents when it matters most. If an athlete stopped conditioning himself for excellence, he would fail. Not only fail to win, but even fail to be in the running for championship events.

So also it is for leaders. So use every opportunity to practice, to build your transformational leadership muscles. In all your engagements, be critical and be self-critical. Ask the questions – what could have been done better, what could my team have done better, and what can I do better? And use those lessons to improve. Leaders that believe themselves to be messiahs often find this step difficult, after all, they already have divine authority and are perfect.

In concluding my remarks, I’d like us to return briefly to the Nigerian state, where many young leaders aspire to one day hold some leadership position. As I said in the beginning of my remarks, this is a state that is at a crossroad. It faces four choices — one, to go back to the patronage system, what it has always done; two, to move forward into a democratic future; three, to move sideways, to anarchy or war.

If we are to move forward, we need transformational leaders that are:

humble,

accept responsibility,

perform,

engage with us in a way that has us believing in ourselves and yet push us to do better, this includes their being skillful in working to win over those that are resistant to change. And lastly, we need transformational leaders that put our collective good over their self interest.

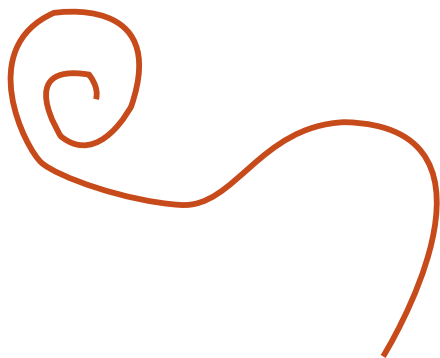
As I reflect on these qualities, I realize that there is already a group of people in Nigeria that are socialized to possess all these qualities, Nigeria's women. Think for a moment – women are socialized

to be humble,

to accept responsibility (even for decisions others, usually their husbands took),

to perform (as wives, mothers, sisters, and as workers. They are pushed to perform in a male dominated society in order to prove themselves worthy of opportunities),

mothers usually engage with their families in a way that has its members believing in their capacity to do something, and then they push them to do it; they have some skill in navigating contending interests because they have to contend with in-laws, relatives, co-wives, mistresses, and sometimes chauvinism in the workplace and the society as a whole,



they are socialized to place others over self (here there are too many examples, women selling their gold to send their children to school to young girls who place their bodies at risk to get money to support themselves and their families).

While I don't claim that all women possess these qualities, I'm sure you'll agree with me that the socialisation of women ensures that a significant group of women do. Consequently, it should not surprise us that many of the drivers of change in the current transitional state in Nigeria are women. Of course, I am speaking of women like Dora Akunyili, recipient of Transparency International's 2003 Integrity Award, of Oby Ezekwesili, the initiator of due process whereby government contracts are checked for inflated costs, and of Ngozi Okonjo-Iweala and Nenadi Esther-Usman, who publish what the federal government gives to states.

Consequently, all groups committed to strengthening democracy in Nigeria would do well to seek ways of removing obstacles to women's public participation and to build their capacity to engage with the system, and encourage them to seek leadership positions.

I thank you again for this Youth Excellence Award, which I dedicate to Nigeria's approximately 60 million women, most of whom toil and work to make things work, and are usually unrecognized. This injustice is one we must change in our time.

Thank you.

Prospects for Strengthening Democracy in Africa

Published in This Day Newspapers in December 2004

By Hafsat Abiola, and Andrew M. Mwenda

Although desirable, is democracy possible or even necessary in Africa? The history of Western Europe shows that democracy emerged when those in power found it in their interest to negotiate with domestic owners of assets for resources to fight wars. It wasn't the emergence of democratic principles that spurred development of democracy; it was necessity. However, African governments do not seek for resources from their own economies, but rather from international donors. This relationship undermines a vital incentive for governments in Africa to engage with their own peoples in negotiating the policies and institutional innovations that can ensure rapid economic growth.


How can African leaders be forced to negotiate with their people when making policies and building institutions? Leaders respond to those groups that provide the revenues they need. Africa's producers however, even when organized formally, are not strong enough to demand crucial concessions from the state. In any case, businesses in Africa rarely work as a group, preferring to engage the government individually, seeking to further the interests of their individual companies.

In medieval Europe, absolute monarchs started to need more revenues to fund their wars. Increasingly they relied on taxes from urban property owners, which gave these groups political power. England was the country where this developed first and others soon followed. Monarchs introduced the vote – limited to the propertied people at first – to reflect this dependence on the wealth-generating or wealth-possessing classes. This extended downwards through society in the 19th and 20th centuries.

African states are in a different position. They get most of their money from aid agencies, or from multinationals, so that it is who they have to listen to. In countries where the government is not responding to domestic taxpayers, they won't be promoting reforms to promote increased economic growth, and the government becomes the main source of capital, facilitating their control of potentially countervailing forces. In these countries, society is weak because the state doesn't have the usual reasons to be responsive to the rest of society.

What kind of extra pressures can be brought to bear on African governments to force them to take account of domestic interest groups? First, reformers within governments can push for measures that redefine government's role from being a patron, to being a service provider. The spectre of violence in Sierra Leone, Liberia, the failed states of Sudan, Congo and Somalia, and general poor performance of most African economies, even when compared to their Asian counterparts, creates pressure on the governments to cede some power to internal reform groups to initiate changes from within.

However, it is not clear that this internally driven desire for reform is enough to deliver sustainable changes. Another reform element is ironically, but not surprisingly, international donor agencies. International agencies, mainly in response to increasing scepticism from citizens in developed countries, are pushing for transparency and better accounting of donor funds. Again, this form of pressure cannot be guaranteed to deliver sustainable change since the impetus for change, citizens of other countries, are outside of the African countries and may not always prioritise African government reforms highly. Further, Africans cannot assume that the full range of policies that international aid agencies will press on national governments is aligned with their priorities.



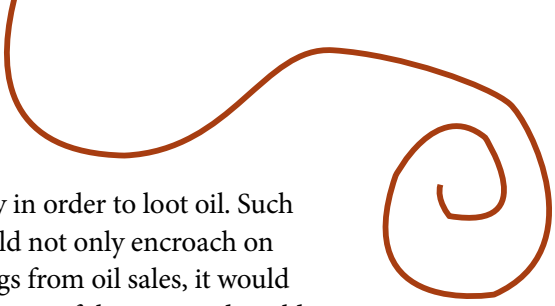
Ultimately, Africans must create local ways of exerting pressure that can sustain pressure on governments to engage with citizens. One positive development is that all over Africa today, expectations of leaders are higher than before, though this is hard to define and quantify in the way one can for the need of states for taxes.

What does this mean for democracy in Nigeria? Nigeria is a special case in that oil provides the government with financial independence from aid agencies. The government is even independent of oil companies, because it can be sure that there's always a market for oil.

In this sense Nigeria has a free-floating source of revenue from oil – rather like the medieval kings before their increased needs for funding to prosecute wars outstripped these sources and forced them to find accommodations with new social classes. It would appear from this that the Nigerian state does not have to listen to anybody, whether at home or abroad.

However, this is changing. There are two groups who may even force the government to listen — one positive, the other negative. On the positive side, the state is increasingly facing expectations from Nigerians as a whole, and the Delta people in particular, that state services will be available and well run. At the very least there is a feeling that they, the people, have been short-changed and poorly served by their government.

The negative group is anyone who can plausibly threaten to inflict on Nigeria the fate of Congo or Angola. That is, foreigners and wealthy nationals who control armed groups and violently seek control of oil. For this reason the overriding top priority of government must be to guarantee the peace, especially in the Niger Delta, if it is to avoid others encroaching into



national territory in order to loot oil. Such an outcome would not only encroach on the state's earnings from oil sales, it would threaten the integrity of the state and could lead to the kind of descent into disastrous civil war that has ravaged Congo, Angola and Sierra Leone.

The first connects with the second. General discontent provides fertile ground for violence, which can be exploited by those involved in oil bunkering. Consequently, it becomes imperative for the government to listen to and negotiate with groups who can avert violence and possible descent into war. There is a glimmer of hope that this is beginning to happen with the efforts by the Rivers State government, and the Presidency, to negotiate with domestic interests. The negotiations going on now in Rivers State are not just about cease-fires, settlement of parties to the conflict and buyback of weapons; they are starting to touch on community development, transparency, participation — code words for finding ways to turn the oil money into proper schools, health centres, roads and water supply for the people.

A previous World Bank Director liked to say that Nigeria is a country with one President and 36 absolute monarchs. Even if we accept this description, perhaps, like their European predecessors, these absolute monarchs now have to learn to listen to their populations, and provide more for them, lest their revenues be threatened. This would be a much more solid foundation for democracy in the Delta, and in Nigeria more widely, than any number of imported models of democracy and international observer missions to police them. •

Perhaps the only limitations we have are those we believe in.

— Willis Harmon

Conferences

In 2004 KIND participated in several important conferences that deepened our understanding of the field of leadership development in general and the tools being developed to promote women's leadership in particular.

A few of these were:

Be the Change, a UK initiative that seeks to forge a collaborative approach to whole systems change. Be the Change aims at being the catalyst for a world that works for everyone by finding, attracting and involving those who truly engage the future with full alignment with evolutionary impulse. Be the Change in a bid to achieving her goals, convened a conference in May at the Friends House in London facilitated by exceptional men and women cutting across the globe. The speakers and the topics they spoke on in order of appearance are: Frank Dixon- Changing or rediscovering values; Lynne Twist- Relationships with money; Hafsat Abiola- Being the Change; Dr Alan Watkins- Heartbeat Variability and Elizabeth Sahtouris- Aggression, Cooperation, Death and Recycling.

Below is a cross section of participants at the event

http://www.waiki.org/mtarchive/cat_be_the_change.html



InterAction is a new British Council initiative aimed at promoting transformational change for actual and aspiring leaders from across Africa. Its principal vehicle for achieving its goals is to promote interaction among a new generation of African leaders. Its inaugural conference, held on November 22nd to 25th, drew 31 participants from 19 sub-Saharan African countries and was opened by H.E. Atiku Abukakar Vice-President, Federal Republic of Nigeria. While all participants were involved in public life, no profession dominated, with participants representing a wide range including business, journalism, politics, international agencies, academics, and civil servants.

The conference addressed issues like NEPAD (the New Partnership for Africa's Development, which is a vision and strategic framework for Africa's renewal), the G8 Commission on Africa, elections, the role of the media, the rule of law and institution building, peace security and reconciliation, the role of business and organized crime, corruption and transparency. The diversity was critical as it would render more likely that issues would be raised that were often overlooked by African and western policy makers.

A theme that kept recurring through all the discussions was that Africa's problems could only be solved by engaging its people. There was a sense that decisions concerning Africa, both domestically and internationally were several stages removed from the broader African public and that often there was neither the form nor rarely the substance of true popular participation.

InterAction continues to identify emerging leaders to take part in its programme, using its programme as a platform for forging new relationships and new perspectives among emerging leaders toward building a stronger Africa. If you are

interested in the programme or would like to view the full report on its November conference, please visit the British Council website at <http://www.britishcouncil.org/nigeria-society-interaction>. ●

New Associations

KIND's Executive Director was nominated to join the **World Wisdom Council**, which convened for the first time in Budapest, Hungary in December 2004. The Council seeks to offer guidance for developing the individual and collective wisdom that empowers action capable of bringing about constructive change in the local and the global economic, social, and ecological environment. Other members include Jane Goodall (England), Ervin Lazlo (Hungary), Wangari Maathai (Kenya) and the Council's Honorary Chairmen are Mikhail Gorbachev and Robert Muller.

<http://www.clubofbudapest.org/World%20Wisdom%20Council/WWC-members.htm>



KIND ED participates in inaugural meeting.

Another association that KIND joined was the **Women's International Peace Movement**, which was convened by H.E. Mrs. Suzanne Mubarak. IWPF's mission is a women peace initiative emanating from the Middle East. Its main objective is to link up with the multitude of organizations, agencies and peace activists that are working on the various aspects of conflict prevention, resolution and reconstruction, offering a platform for all to join forces and strengthen the impact of individual initiatives.

Hafsat Abiola spoke at its inaugural meeting held at the United Nation's Headquarters in Paris, France, in June 2004, and invited the organization to spread its reach beyond the Middle East and North Africa to include women's groups in sub-Saharan Africa.

Read more:

<http://www.womenforpeaceinternational.org/Events/eventdetails>



Program Goals in 2005

In 2005, KIND builds on the Young Women Leadership programme (YWL), by offering Kudra, a leadership programme for Young Women in universities. The target universities in the first three years of Kudra are in Lagos, Bornu and Cross River.

Specific goals are to:

Expand and strengthen the Leadership program

Conduct research for Kudra leadership programme in universities in Lagos, Bornu and Cross River

Develop a curriculum that reflects KIND leadership philosophy and train YWL alumni to deliver training.

Organize Kudra Session 1.

Develop network of KIND clubs to facilitate communication and the emergence of young women leaders.

Strengthen Outreach

Expand community and network support for women through Media and Outreach effort.

Increase print and effective dissemination of Kind Leader newsletter from 1,000 to 2,000 per edition.

Strengthen Interlink

Foster national and international partnerships to support young women leadership programmes and activities.

Promote women's participation in the People's National Conference (PRONACO). <http://www.pronaco.org>

2005 CALENDER

February

Africa Regional Leadership Institute in Cross River

Organizers: Women Learning Partnership (WLP) & Baobab for Women's Human Rights

Venue: Cross River

March

WLP Seminar Titled 'Leading To Change: Eliminating Violence Against Women In Muslim Societies In New York'

Vital Voices Global leadership summit in New York

Lassalle Women's Retreat Titled: 'Honoring Our Wisdom And Power'

Organizers: Wisdom Leadership Initiative (WLI) & Lassalle-Institut Switzerland

Venue: Lassalle-Institut, Bad Schonbrunn, Switzerland

Consultative workshop for Human rights defenders in Nigeria

Organizers: International Service for Human rights Geneva (ISHR) & Baobab for Women's Rights Nigeria

Venue: Excellence hotel, Ikeja, Lagos

KIND gives community grants to selected alumni from 2004 class of the Young Women's Leadership Programme.

April

Complete success publications confer post Humous merit award on Kudirat Abiola

Women's leadership conference 2005 in Nigeria 'Changing the paradigm: leadership in a new world'

Organizers: InterAfrica.

Venue: Muson Centre, Lagos

KIND leader Newsletter

June

June 4th Anniversary — essay competition with high schools in Lagos, Osun and Ogun States on the theme 'A Female President in Nigeria in This Millenium: A Myth or Reality?'

Venue: Eko FM Hall, Ikeja, Lagos, Osun & Ogun States

July

Leadership Seminar on the theme 'Leadership in Transitional Times'

Venue: Terra Kulture, Victoria Island, Lagos

September

Vital Voices/KIND Dialogue on Women's Progress in Nigeria and Strategies for Advancing Women's Leadership

Venue: British Council, Maitama, Abuja

October

EU — Non State Actors (NSA) Meeting

Venue: Sheraton, Ikeja Lagos

November

British Council/KIND Leadership training

Venue: British Council, Abuja

KUDRA Research begins

Venue: Lagos/Abuja

December

KIND leader Newsletter



INCOME AND EXPENDITURE

As at December 31, 2004

INCOME

Donation	80,983.54
Grants	36,729.93
Special Project fee	72,992.70
Café Income	9,947.85
Other Income	16,167.85
TOTAL INCOME	216,821.86

EXPENDITURE OPERATIONS

Telephone	2,410.18
Transport	1,039.35
Office expenses	1,039.35
Vehicle expenses	2,054.55
Supplies	2,054.55
Postage	1,272.12
Café	8,571.17
Diesel consumption	1,827.74
Repairs & Renovation	2,152.19
Utilities	1,348.91
Salaries	19,223.36
Allowance/Bonus	2,453.65
Donation	255.47
Auditing	1,400.36
Legal Services	806.57
Staff Training	367.15
Fund Raising	1,200.48
Insurance	281.37

EXPENDITURE/OPERATIONS cont.

Bank & other Charges	2,262.58
Dues & Subscriptions	1,532.62
Depreciation	8,300.98
Miscellaneous	307.40
Total Operations	62,162.10

PROGRAMME COSTS

Outreach —Book Publication & Launch	30,024.38
Leadership Programme	
June 4th Anniversary	3,649.64
Young Women's Leadership	57,263.87
Public Ceremony	7,964.96
Newsletters	3,102.19
Interlink — YES	729.93
Printing & Reproduction	12,566.64
Media & Advertisement	3,470.15
Conferences & Travels	9,998.23
Total	128,769.98

TOTAL EXPENDITURE

TOTAL EXPENDITURE	190,932.08
Net Profit	25,889.79
Net Profit b /fwd	31,395.58
Accumulated Funds	57,285.37

BALANCE SHEETS FOR THE PERIOD ENDED DECEMBER,31ST. 2004

\$

CAPITAL AND RESERVES

Directors' Account	3,717.44
Loan	7,876.88
Accumulated Fund	49,036.5
	60,630.86

FIXED ASSETS

Tangible Assets	46,446.66
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INTANGIBLE ASSETS

Trade marks / Preliminary expenses	73.72
Investments	1,751.82

CURRENT ASSETS

Debtors / Pledges	40,503.21
Cash / Bank	1,505.17
	42,008.38

CURRENT LIABILITIES	-29,649.72
NET CURRENT ASSETS	12,358.66

ASSETS LESS LIABILITIES	60,630.86
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2004 KIND DONORS

\$10,000 - above

George Zimmer
Lorene Arey
Lagos State Government
Ogun State Government
Public Welfare Foundation
Robert Klein III

\$5,000 - \$9,999

First City Monument Bank PLC
Harriett Crosby
Joy Covey
Kam-Salem Family
Mamacash
Ogun State Local Government
Richard & Lois Gunther
Remi Sogunro

\$1,000 - \$4,999

Abolade Gbadegesin
Chief Bode Olajumoke
Chief Ajibola Ogunsola
Chief Olabode George
Chief Olusegun Osoba
Chief Olabode George
Enginner Funso Williams
Hon. Dele Alake
Joanna Rees Gallanter
Lifebridge
Chief Femi Pedro
Mr. Oshinyoye
Mary Keil
Mel & Dana Toomey
Oyo State Government
Senator. Ibikunle Amosun
Vice President Abubakar Atiku

\$10 - \$999

Abisum Beda & co
Alison Sander
Alhaja Bola Shagaya
Anglo European Nig.ltd (Leye Idowu)
Barrister Ibrahim Jimoh (Global Fleet)
Bridget Johannson
Chief Alex Ekwueme
Chief Ezekiel Fatoye
Chief Lanre Rasaq
Chief (Mrs.) Modupe Sasore
Chief (Mrs.) Arobieke (Ketu LGC)
Chief M. Ade Ojo
Chief Tychus B.A
Demola Gbadegesin
Diane Temple
Farai Chideya
Financial Trust Co. Ltd.
General Adisa Olarewaju
Governor Achike Udenwa-Imo State
Isi Okogun
Maria Sokenu
Mallam Galadima Magaji
Mr. Femi Anibaba
Mr. Quadri
Mr. & Mrs. Akin Ajayi
Mrs Juliana Edewor-Thomas
Nikky Khiran
Prince Bola Ajibola
Senator Dupe Anisulowo
Senator Akinlabi Olasunkanmi

Fast facts

Political

Head of State	President Olusegun Obasanjo
Independence	October 1 1960
National Capital	Abuja
Official Language	English
Number of Years of Military rule	30 Years

Physical

Total area	356557sq. Miles or 923,768sq. Km.
Land	910,768 sq km (2XCalifornia)
Water	13,000 sq km
Irrigated land	2,330 sq km (1998 est.)
Arable Land	31.29%
Permanent crops	2.96%
Other	65.75% (2001)
Coastline	530 miles/853 Km

Population

Total	137, 253, 000 (mid-2004)
Age structure:	
0-14 years	42.3% (male 27,466,766/ female 27,045,092)
15-64 years	54.6% (male 35,770,593/ female 34,559,414)
65 years and over	3.1% (male 1,874,157/ female 2,055,966)(2005 est.)
Population growth rate	2.37% (2005 est.)
Projected population 2025	206,398, 000
Adult literacy	(age 15 and over can read and write)
Total population	68%
Male	75.7%
Female	60.6% (2003 est.)
Life expectancy at birth:	
Total population	46.74 years
Male	46.21 years
Female	47.29 years (2005 est.)
Total fertility rate	5.53 children born/woman (2005 est.)
HIV/AIDS – adult prevalence rate	5.4% (2003 est.)
HIV/AIDS - people living with HIV/AIDS	3.6 million (2003 est.)
HIV/AIDS – deaths	310,000 (2003 est.)

Religion

Muslim 50%, Christian 40%, indigenous beliefs 10%

Languages

English (official), Hausa, Yoruba, Igbo (Ibo), Fulani
Nigeria, Africa's most populous country, is composed of more than 250 ethnic groups; the following are the most populous and politically influential: Hausa and Fulani 29%, Yoruba 21%, Igbo (Ibo) 18%, Ijaw 10%, Kanuri 4%, Ibibio 3.5%, Tiv 2.5%

Economy

Currency	Naira (N) (US \$1=137.50)
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GDP

Purchasing power parity	\$125.7 billion (2004 est.)
GDP- real growth rate	6.2% (2004 est.)
GDP - per capita	\$1,000 (2004 est.)

GDP - composition by sector:

Agriculture	36.3%
Industry	30.5%
Services	33.3% (2004 est.)
Labor force	5.67 million (2004 est.)

Labor force - by occupation:

agriculture 70%, industry 10%, services 20%
(1999 est.)

Unemployment rate:	NA
Population below poverty line	60% (2000 est.)

Household income or consumption by percentage share:

Lowest	10%: 1.6%
Highest	10%: 40.8% (1996-97)

Distribution of family income

Inflation rate (consumer prices)	16.5% (2004 est.)
Investment (gross fixed)	18% of GDP (2004 est.)
Inflation rate	15% (2004 est.)

Women

Percentage of population that are women	49%
Number of women on ruling council throughout period of military rule	0
Percentage of the electoral voters that are Women	60%
Number of women in the House of Representatives out of 316 in first Administration of fourth Republic (1999-2003)	12
Number of women in the House of Representatives out of 316 in second Administration of fourth Republic (2003-2007)	22
Number of women delegates that attended the capacity pro-National Conference Summit	6/400



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