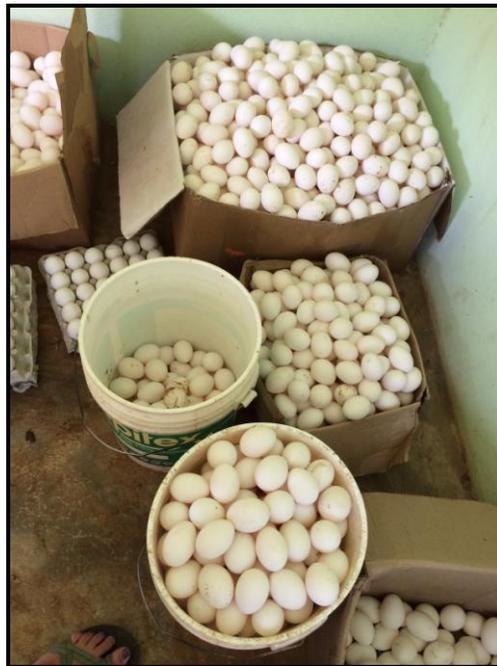


# Hens for Haiti, Inc.

**2014 Annual Report**

January 12, 2016



## **BOARD OF DIRECTORS**

Christina Lamour, *President* | Cameron Varano, *Vice President, Treasurer*  
Larry Newman, *Secretary* | Cody Lemieux | Michael Mercurio

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## **Acronyms**

VEGA – Volunteers for Economic Growth Alliance

USAID – United States Agency for International Development

H4H – Hens for Haiti

RJM – Religious of Jesus and Mary

RFP – Request for Proposals

## 2014 Summary

Hens for Haiti (H4H) began to step back from direct management of the hen house in Gros-Morne. Its focus changed and broadened to guiding and encouraging the development of the small-business poultry industry across Haiti. In February, H4H President, Christina Lamour, travelled to Haiti to visit four operating poultry facilities affiliated with the organization. The purpose of the trip was to gain knowledge about the individual operation's successes and struggles in order to share ideas and come up with solutions to common problems. See Appendix III for the full trip report.

In an effort to reduce operational costs during trips to Haiti as well as increase revenue for the organization, H4H decided to purchase a vehicle in Haiti. The 1994 Toyota LandCruiser is stored in a secure location when not in use by a H4H Board member or under hire by a visiting organization. More information regarding vehicle regulations are detailed in Appendix IV.

In 2014, Hens for Haiti also decided that it was time to start financially supporting groups and organizations that had shown interest in starting or continuing poultry projects in Haiti. To this end, the Board of Directors released a Sustainable Agriculture Matching Grant RFP on December 1, 2014 with a proposal deadline of February 1, 2015. The grant would award up to \$5,000 in matching funds to a qualified and selected group working in Haiti. See Appendix V for the full Sustainable Matching Grant RFP. H4H is excited for the expansion of poulaye projects across Haiti that the matching grant program may provide.

## Financial Report

2014 January Beginning Balance:	\$12,058.43
Donations/Grants Awarded:	\$15,947.55
Expenses:	\$17,097.12
2014 December Ending Balance:	\$10,908.86

Organizational and program expenses in 2014 totaled \$17,097.12 with the largest expenditures allocated towards the purchase of a H4H vehicle in Haiti (\$10,000), reconnaissance and technical assistance visit to affiliated projects in Haiti (\$3,000), and reimbursement of emergency feed funding to RJM (\$2,000). A detailed report of all 2014 finances is outlined in Appendix I.

### Proposals Submitted

Hens for Haiti board of directors collaborated to submit one concept paper just before the start of 2014, expecting results of the proposal to be released in mid-January. Details of this proposal are outlined below. Hens for Haiti was not asked to move forward with a full proposal, and thus, no funds were awarded from this request.

- **From 2013 Annual Report: VEGA Alliance:** Just before the New Year, Hens for Haiti made a huge effort in submitting a proposal of \$99,925.25 to the Small Grants under Farmer-to-Farmer Special Programs Support Project funded by USAID and administered by the VEGA Alliance. Hens for Haiti proposed to recruit and support ten expert volunteers in the fields of poultry management, health, and nutrition to provide training to poultry producers and small business owners of Haiti. The year-long program was to focus at the Gros-Morne Caritas Poulaye, inviting staff of all interested facilities to join and spread the knowledge. Hens for Haiti also desired to recruit more youth and young professionals involved from the US by partnering with the University of Maryland Eastern Shore, the School of Veterinary Medicine at Virginia Tech, and local poultry business owners throughout the mid-Atlantic. Although the review committee at VEGA Alliance was appreciative of the concept paper, Hens for Haiti was not asked to move forward in writing a full proposal but was encouraged to apply in future rounds.

### Grants Awarded

No grant funds were awarded to Hens for Haiti in 2014.

### Fundraising

Hens for Haiti continued fundraising online through the website, [www.hensforhaiti.org](http://www.hensforhaiti.org). The organization attempted new initiatives as well as continued with proven methods used in the past.

- Easter Baskets
- Holiday Wreath Sales

Alternative gifts were also offered for holidays and special occasions. An online merchant, CulturedCountry, agreed to donate 25% of its sales when Hens for Haiti was mentioned during the transaction. Hens for Haiti also continues to fundraise through AmazonSmile where H4H receives 0.5% of all purchases from customers indicating H4H as their choice of non-profit.

### **Outreach**

All previous board members continued to stay active in 2014. Members of the Board of Directors included Christina Lamour, Cameron Varano, Cody Lemieux, Larry Newman, and Michael Mercurio. Brief descriptions of each member's qualifications and engagement can be found in the 2012 Annual Report. Board meetings were held quarterly in 2014 to keep programs and processes running smoothly and efficiently. To keep supporters and contributors apprised of happenings within the organization, quarterly newsletters were released electronically by email listserv as well as through the Hens for Haiti website. Examples of newsletters are included in Appendix II.

Hens for Haiti received correspondence from nine new groups and organizations inquiring about how to start poulaye projects in Haiti. Most of these inquiries were initiated through the Hens for Haiti website. Organizations ranged in location from Cap-Haitian to Pignon to Grande Savane and beyond. Most of the interest was in small, local projects, but H4H continues to maintain contact for the purposes of information sharing and technical assistance.

### Conferences and Presentations

Hens for Haiti did not attend any conferences or presentations in 2014.

### **Communication and Visits to Haiti**

Hens for Haiti President, Christina Lamour, travelled throughout Haiti visiting various poultry projects in early 2014. The visit proved very fruitful to share information of successes and struggles surrounding the poultry industry and to strengthen contact with partner organizations. A full trip report is detailed in Appendix III.

Communication with project partners on the ground continued to be a struggle while H4H Board members were not in country.

### **Caritas Gros-Morne Poulaye**

As H4H began to pull back from direct management of the poulaye in Gros-Morne, the organization was no longer involved in decision-making or future plans for the business. Hens for Haiti now only provides technical advice and guidance to the project of Gros-Morne Caritas just as it does to any other organization pursuing poultry endeavors in Haiti. Hens for Haiti hopes that this new relationship will encourage the Gros-Morne project to become more self-reliant and forward-thinking without the need of outside help. The February Trip Report (Appendix III) outlines the problems identified by Hens for Haiti and the steps needed to re-build a successful business.

### **Sustainable Agriculture Matching Grant Program**

In an effort to encourage new groups to venture into the poultry industry in Haiti, Hens for Haiti decided to offer a Sustainable Agriculture Matching Grant in 2015. The RFP for the February 2015 deadline was released on December 1, 2014. Groups are invited to submit grant proposals requesting up to \$5,000 in matching funds to support new and existing poultry programs. Hens for Haiti is excited to review proposals of groups wishing to partner with the organization. The full RFP is outlined in Appendix V.

### **Timeline of 2014 Activities and Milestones**

#### January

- Board of Directors meeting 1/10/2014.
- Attempt at recruiting a Marketing/Fundraising intern.

#### February

- Christina Lamour visited affiliated poultry projects in Haiti (See Appendix III).

#### April

- Board of Directors meeting 4/9/2014.
- Attempt at Easter Basket fundraising.

#### June

- Board of Directors meeting 6/25/2014.

#### November

- Board of Directors meeting 11/24/2014.

#### December

- Release of Sustainable Agriculture Matching Grant RFP 12/1/2014.

### **Goals for 2015**

Hens for Haiti established the following goals for 2015:

- To encourage the expansion of poultry projects in Haiti through the Sustainable Agriculture Matching Grant program.
- To increase communication between groups working in the poultry industry in Haiti in order to find and share local solutions to common struggles such as: feed costs, poultry health, best business practices, and communication with Haitian counterparts.

Appendix I. 2014 Financial Report

**Hens for Haiti 2014 Financial Report**

**Overview by Month**

Month	Expense	Donation	Balance	Description
January 1, 2014			12,058.43	2014 Beginning Balance
January	\$300.30		\$11,758.13	Click n Pledge Fee for December Website Donations
Febuary		\$3,000.00	\$14,758.13	Check Donation
Febuary		\$85.00	\$14,843.13	Check Donation
Febuary		\$250.00	\$15,093.13	Check Donation
Febuary	\$3,000.00		\$12,093.13	Reimbursement of Travel Expenses (See Travel Voucher)
March	\$10,000.00		\$2,093.13	Purchase of H4H Vehicle - King Auto Repair
March		\$2,500.00	\$4,593.13	Donation from GE Match
March		\$97.00	\$4,690.13	Donation from Cultured Country
April		\$5,000.00	\$9,690.13	Check Donation for Vehicle Purchase
April		\$5,000.00	\$14,690.13	Check Donation for Vehicle Purchase
May	\$305.16		\$14,384.97	Reimbursement - Vehicle Title Transfer
May	\$420.00		\$13,964.97	Reimbursement - Vehicle Insurance
May		\$10.00	\$13,974.97	Donation from Amazon Smile
July	\$363.49		\$13,611.48	Vehicle Expenses - Registration
September	\$99.00		\$13,512.48	Website Maintenance - WIX
October	\$2,000.00		\$11,512.48	Reimbursement of Emergency Feed Funds to RJM
October	\$0.30		\$11,512.18	Click n Pledge Fee
November		\$5.55	\$11,517.73	Donation from Amazon Smile
December	\$146.88		\$11,370.85	Website Maintenance - WIX
December	\$461.99		\$10,908.86	Vehicle Repair and Registration
December 31, 2014			\$10,908.86	2014 Ending Balance
Total Expenses			\$17,097.12	
Total Donations			\$15,947.55	

# Hens for Haiti - Recent Highlights



## POULAYE

Winter 2014

By: Christina Lamour

### H4H Celebrating 5 Year Anniversary - Goals Expanded!

Hens for Haiti has come a long way from the hills of southwest Virginia and Gros-Morne, Haiti in 2009! Five years after its start as a student organization at Virginia Tech, founding members are more than ever promoting the development of small egg production businesses in rural Haiti by way of sustainable partnerships. Undaunted by a variety of challenges and obstacles, members enthusiastically embrace a review and expansion of the organization's goals and priorities.

At a regularly scheduled board meeting in October 2013, it was agreed that the main issue hindering business sustainability at several sites, was the cost of feed. The organization decided to make local feed production a high priority in future developments with a two-way approach: 1) contracting farmers in program areas to grow ingredients locally, and 2) encouraging project sponsors to provide machinery and training for staff to process and store the mixed feed at the facility site. Hens for Haiti will also make the same suggestion for new groups looking to venture into egg production. With an initial investment of only about \$5,000, programs can save much more in the long run without the need to pay high prices for the import and transportation of feed. In addition, local feed production will help to boost the Haitian farming economy by providing an alternative market for raw materials such as corn and beans.

Stateside, Hens for Haiti encourages more involvement from benefactors and other interested persons. Read about events and accomplishments in the quarterly newsletter, but don't stop there—become involved hands on! Skilled volunteers are eagerly welcomed for grant writing, outreach, marketing, and even potential training of staff in Haiti. Internship opportunities will also be made available for students wishing to gain more experience and earn college credit. If you or someone you know is interested in becoming more involved, contact us to share your thoughts and ideas!



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Cameron Varano  
Co-Founder, Vice-President

Sherley Codio  
Local Representative

Larry Newman  
Board Member

Cody Lemieux  
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Michael Mercurio  
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### Contact or Donate

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5442 Clearfield Dr SE  
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Website:  
[www.hensforhaiti.org](http://www.hensforhaiti.org)

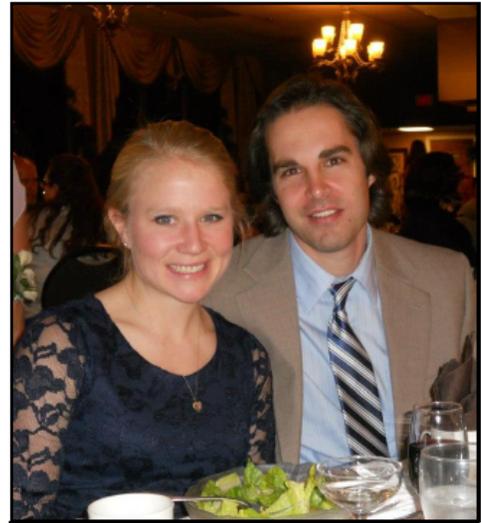


One Egg at a Time

POULAYE

## Co-Founding Member Moves Back to the 'Burg

Vice President and Treasurer, Cameron Varano, is proud to announce her return to the Blacksburg area! After several long years of adventures in the northeast, Cameron returns to southwest Virginia with a happy heart. Among many other things, Cameron is excited to renew the relationship between Hens for Haiti and Virginia Tech. When asked how the move may impact Hens for Haiti, Varano states "I am excited about strengthening the ties where we first began. Blacksburg fosters growth, innovation and a sense of global responsibility- it is a very special place that way. Hens for Haiti embraces those same values, so I can only begin to imagine what rekindling and building new relationships here will lead to in the future." Cameron will be seeking research opportunities, potential internship candidates, and expert professionals that may be willing to volunteer time in service to the organization! If you're in town and would like to get involved, contact Cameron at [cvarano@hensforhaiti.org](mailto:cvarano@hensforhaiti.org)



Cameron and her husband, Nathaniel

### H4H Internship Opportunity

Hens for Haiti is proud to announce a new internship opportunity starting Spring 2014! A Fundraising, Outreach and Marketing intern is sought for a period of up to 6 months. If you or someone you know has a passion for the developing world and would like to gain more experience in the field, this may be the place for them! Please visit our [website](#) for more information regarding the responsibilities and requirements of the position.

## STAY CONNECTED ONLINE!



[HensforHaiti.org](http://HensforHaiti.org)

# Hens for Haiti - Recent Highlights



## POULAYE

Spring 2014

By: Christina Lamour

### SPECIAL EDITION - Duplicating the Poulaye!

Hens for Haiti prides itself in offering a program that is easily duplicated and scaled to fit the needs of different communities around Haiti. During a recent trip this past March, Christina Lamour had the unique opportunity to visit several Poulaye projects modeled after the pilot program in Gros-Morne. Businesses ranged from 75 to 800 bird flocks in cities across the country from Jeremie to Cap-Haitien. Christina found that the stories of these projects were too inspiring and too important to keep to herself.

#### Jeremie (Numero Deux)

Deacon Lloyd Duplantis of southern Louisiana and Haiti Mission, Inc. has worked in the community of Numero Deux since 1999. Several years ago, Deacon Lloyd contacted Hens for Haiti with interest in starting a Poulaye, and in May 2013 welcomed 200 hens into the community. After trouble battling feed prices, the operation was forced to sell some birds, reducing the flock to only 75. The group has also experimented with broiler chickens, buying chicks at 2 days of age and selling the birds in the Jeremie market at 40 days. Overall, Haiti Mission Inc. has been very happy with the project and look forward to making improvements throughout 2014. This May, the operation plans to welcome a new flock of 200 laying hens, selling the remaining 75 from the first batch and would like to experiment with alternative feed sources to combat exuberant production costs.



#### Jacmel (St. Michel)



A twinning relationship with Winterpark, FL greatly benefited the community of St Michel when the group decided to sponsor a Poulaye in the southern Haitian town. Local staff were identified and sent to train under the experience of the Gros-Morne operation. When 800 hens arrived in February 2013, they immediately began producing on average 675 eggs per day. Now over a year later, the operation looks forward to an additional 800 birds arriving in May provided by the Jacmel Rotary Club. Winterpark has been impressed with the success of the project so far and look forward to local feed production with a newly acquired grain mill and mixer.

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One Egg at a Time

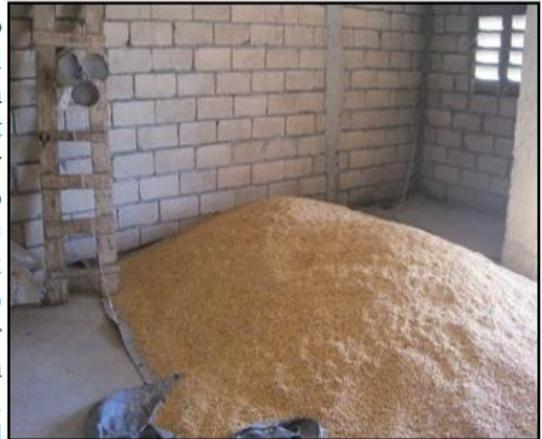
POULAYE

Cap-Haitien (Ti Bò)

Located between the cities of Cap-Haitien and Milot in a small area called “Ti Bò”, the iF Foundation’s agricultural facility is a bustling oasis of research and technology. In addition to an egg production operation, the organization also cultivates earth worms, tests grafting of avocado, orange, and other citrus trees, farms moringa trees, and is experimenting with a high protein variety of corn (QPM). The iF Foundation welcomed 450 hens in September of 2013 producing about 400 eggs per day, most of which are used in the local school feeding program and the remainder sold at market. Experimenting with a breed of corn called Hugo (QPM) said to contain 11% protein – very high for this type of grain - the foundation hopes to use this corn in combination with dried moringa powder to produce local chicken feed. QPM is obtained from the southern region of Camp-Perrin from an organization called ORE. There is much potential in this facility as well as the surrounding area east of Cap-Haitien.



Christina commented that the visits to duplicated projects was “needed and long overdue”. One common struggle seemed to stand out across the board – feed. Turning the focus back to local production rather than imported ingredients, Hens for Haiti in collaboration with duplicated projects hopes to find the best formulation to sustain high levels of production from readily obtainable elements. Layer hens need a diet of at least 17% protein to produce at optimal levels. With ground corn as the base, different groups are experimenting with local red and black beans, small ground fish, or even corn with enhanced protein to reach the 17% goal. Moringa powder is the popular choice for mineral and vitamin supplement as well as an added protein source with as much as 8% crude protein in dried leaves. Several groups have already started experimenting with local feed formulations and are confident that together, we are on the right track to finding a solution.



For the full report on Christina’s travels, visit our website ([www.hensforhaiti.org](http://www.hensforhaiti.org))

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<https://www.facebook.com/HensForHaiti>



[HensforHaiti.org](http://HensforHaiti.org)

# Hens for Haiti - Recent Highlights



POULAYE

Spring 2014

By: Christina Lamour

## Call for Proposals! H4H Sustainable Agriculture Matching Grant RFP Released

Hens for Haiti is offering a matching grant valued up to \$5,000 for the advancement of poultry programs in Haiti. This is the first time that H4H is offering monetary support to other US-based organizations. The small non-profit is often contacted by groups eager to get involved with poultry as a development program, but rarely able to offer much more than experience and technical expertise. Hens for Haiti hopes that the matching grant opportunity will allow organizations to fully see the potential of starting a program or finally realize much needed improvements and upgrades to an existing facility. All organizations looking to start a Poulaye project or build upon existing projects are encouraged to apply.

All proposals must outline a match of cash or tangible, durable goods obtained in the last six (6) months by the requesting organization.

### Hens for Haiti will consider funding:

- The initiation of new hen house projects including construction and purchase of hens or equipment
- The improvement or advancement of current hen house projects
- The initiation of projects related to the improvement of a current hen house such as poultry feed processing

### Hens for Haiti will not fund:

- Salaries
- Travel
- Purchase of pre-packaged/formulated feed
- Overhead Expenses



Questions regarding the RFP should be submitted by January 5, 2015. Full completed proposals are due **February 1, 2015** with grant funds awarded March 1<sup>st</sup>.

For more information regarding the H4H Sustainable Agriculture Matching Grant or to view the full RFP, visit our website ([www.hensforhaiti.org](http://www.hensforhaiti.org)) or contact [info@hensforhaiti.org](mailto:info@hensforhaiti.org).

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One Egg at a Time

POULAYE

## End of Year Giving Opportunities

Looking for another reason to be generous this holiday season? Consider supporting Hens for Haiti with an end-of-year donation! Giving online is easy at [www.hensforhaiti.org](http://www.hensforhaiti.org); or send a check to the treasurer, Cameron Varano.

Alternative gift giving is also a great option! Consider donating in the name of a friend or family member! Would wouldn't love the gift of a hen (\$10), bag of feed (\$25), or one month employee salary (\$100)? Cards are available for any occasion!

And if you still need convincing, buy some holiday décor to celebrate the season. Burlap wreaths from Cultured Country make a great addition to any doorway! For every purchase made by mentioning Hens for Haiti, the shop will donate 25% of the purchase price to the nonprofit. Visit [Cultured Country](http://CulturedCountry.com) online now to view the great selection of décor suitable for all seasons!



HAPPY HOLIDAYS!!!

## A New Addition



Hens for Haiti President and Co-founder, Christina, welcomed a baby girl on September 23, 2014. Elizabeth Louise Lamour weighed in at 9 pounds, 4 ounces, and an astounding 21 1/4 inches. It looks like "Liza" will take after her father, Jean Robert, as she continues to thrive and grow quickly.

Join Hens for Haiti in congratulating the Lamour family!

If you have not heard from Hens for Haiti in a while or are expecting a response to an email, this new bundle of joy may be the reason for the delay. Christina apologizes for any lack in communication, and asks for patience as she continues to learn the ropes of motherhood. Your continued support is greatly appreciated.

## STAY CONNECTED ONLINE!



<https://www.facebook.com/HensForHaiti>



@HensforHaiti

 Blogger <http://hensforhaiti.blogspot.com/>

[HensforHaiti.org](http://HensforHaiti.org)

### Hens for Haiti Trip Report

<b>Name of Traveler</b>	<b>Christina Lamour</b>
<b>Location of Travel</b>	Haiti – Port-au-Prince, Jeremie, Jacmel, Gros-Morne, Cap-Haitien
<b>Dates of Travel</b>	March 4 – 20, 2014
<b>Purpose of Travel</b>	To gather information regarding the multiple hen houses affiliated with Hens for Haiti through technical or financial support. To assess the potential for new hen houses in interested communities and the feasibility of local feed production to reduce production costs.

#### Summary

This trip was much needed and long overdue. As a rule, I think it is important for Hens for Haiti to send a representative to check on projects at least once a year, but preferably every six months. I was very encouraged by the work that was going on throughout the country both involving poultry and broader agriculture.

During my 15 day visit, I was able to reach five cities and more than 9 different groups and individuals. Everyone that I met was enthusiastic about the work of the organization and hopeful for future involvement. At first I thought I was going down to problem solve. But it turns out that I learned a lot more in three weeks of visiting other projects than I could have ever learned in trying to tackle issues on my own. I am grateful for the hospitality of the groups I met with and I look forward to the continuous sharing of ideas as we work through obstacles together.

Below are details of each one of my stops including the individuals I met with and their experiences with poultry production. One common struggle seemed to stand out across the board – feed. We knew this was coming (actually we knew it was already here) but I was encouraged to find that each group had a game plan of their own. Turning the focus back to local production rather than imported ingredients, we hope to find the best formulation to sustain high levels of production from readily obtainable elements. Layer hens need a diet of at least 17% protein to produce at optimal levels. With ground corn as the base, different groups are experimenting with local red and black beans, small ground fish, or even corn with enhanced protein to reach the 17% goal. Moringa powder is the popular choice for mineral and vitamin supplement as well as an added protein source with as much as 8% crude protein in dried leaves. The trick is to find the proper ratio of each ingredient to satisfy the needs of the laying hen without providing too much excess. Several groups have started experimenting with this already and I am confident that we are on the right track to finding a solution.

#### Location Details

##### Port-au-Prince (March 5 -7)

I don't normally spend much time in the capital city, but for this trip it was necessary. As a convenient transfer point between my southern and northern visits, I took advantage of my time in Port-au-Prince to meet with a few interested parties.

- Peter de Gier, Kembe Foundation – The Kembe Foundation was an integral partner in constructing the hen house in Gros-Morne. Since that time, Hens for Haiti has kept in touch with the Dutch NGO, mostly through periodic progress reports and newsletters. The Kembe Foundation wishes to continue involvement with the project in Gros-Morne as long as communication with on ground personnel is improved and business issues are resolved. I met with Peter de Gier, co-founder of the Foundation, in Port-au-Prince to discuss steps moving forward. It was agreed that I would gather information during my trip around the country and report back to Peter based on what I had found. The most important issue that I would look to resolve would be formulation for local feed production in an effort to greatly reduce production costs and allow the business to become completely self-sustaining. Peter and I agreed that between the two organizations, we would need to raise about \$30,000 to make the order for the second batch of hens and get the program back on its feet in Gros-Morne.
- Jacqueline Meremable – Jacky contacted Hens for Haiti in the summer of 2013 after hearing about the organization through the Clinton Global Initiative University. Jacky, a Haitian from Gros-Morne, made a commitment to start a technical school of sewing in his home town and was pleased to find that another group also made a commitment in Gros-Morne. I spoke with Jacky for a few hours about both of our projects and how we could collaborate to help each other move forward. Jacky obtained his associates degree in Business from the Northcentral Technical College in Wisconsin and wishes to return to finish his Bachelors. Jacky offered to check in on the hen house in Gros-Morne when he makes his monthly visit to manage his own project. I look forward to keeping in touch with Jacky as both projects progress.

Jeremie (Numero Deux; March 7-9)

I planned my trip to Jeremie with the invitation of Deacon Lloyd Duplantis of southern Louisiana and Haiti Mission, Inc. Deacon Lloyd contacted Hens for Haiti several years ago with an interest in duplicating the hen house project in his twinned community of Numero Deux. The hen house in Numero Deux welcomed 200 hens in May of 2013 under the management of Enor Rodrigue, a trusted translator and advisor for the mission group. On March 7<sup>th</sup>, Enor met me at the domestic airport in Port-au-Prince to accompany me on my flight to Jeremie and check in for his monthly management visit. We set straight to work when we arrived at Numero Deux, visiting the hen house site and discussing any associated issues.

Numero Deux currently holds 75 layer hens after selling off the majority of birds when egg production started to decline in September of 2013. Enor believes that the hens delivered in May 2013 were older than the promised 16 weeks of age, and therefore started to reduce production much earlier than expected. When a technician was contacted, Enor was told that the decline in production was caused by colder temperatures and that the walls of the house must be covered



Layer hens in Numero Deux working hard for the operation.

at night starting in the fall months. Layers that did not produce were sold at 200gd each. Eggs are sold for 200gd/carton at the market in Jeremie. Feed costs continue to be an issue as the laying hens consume 1, 50lb bag of feed every three days at a cost of 725gd per bag. Enor would like to invest in local feed production comprised of corn, beans, and moringa powder and is also looking into alternative sources for mixed feed from local vendors. Replacement layers totaling 200 birds will arrive in May 2014.

The facility also manages a broiler operation. One hundred chicks are brought in at 2 days of age, to be sold at 40 days. The chicks are purchased for 38gd each from Port-au-Prince and sold at 245-250gd each in the Jeremie market, depending on weight and time of year. These 100 broilers will consume about 17 bags of feed throughout their 38 days in Numero Deux at 725gd per bag. With transportation and vitamin costs, total cost to produce 100 broilers comes to 19,625gd. Sales bring in around 25,000gd, rendering more than a 5,000gd (USD\$600) profit from the 40 day investment. Despite these numbers, Enor has decided to suspend the broiler component of the program until a more stable market can be obtained. Enor finds it difficult to sell the broilers at a decent price unless around the time of a holiday or special occasion. For this reason, he has chosen to focus on the laying operation moving forward. The land around the hen house is also planted as a garden with primarily cabbage and hot peppers to help augment the salaries of the employees.



Left to Right: Broiler chicks at ten days of age preparing to be moved to the larger house; Broiler chickens at 35 days of age; Facility caretaker weighing broilers in preparation for sale.

### Jacmel (St Michel; March 10)

David Bridewell first became interested in duplicating the Hens for Haiti Poultry project in October 2012. The group from Winterpark, Florida quickly started gathering money and resources to make the project a reality. David and his crew identified staff from St Michel to travel to Gros-Morne to shadow the work of Hens for Haiti's pilot project and learn how to manage their own operation. When hens arrived at St Michel in February of 2013, Gros-Morne's own Guy Marie Garcon was on site to oversee the start of the operation.

I was lucky enough to get in touch with Baba, a trusted member of the community, friend to the group from Winterpark, and coordinator of the hen house in St Michel. Baba explained to me that the house held 800 hens producing about 550 eggs per day. When the hens first arrived, they produced at most 675 eggs per day, and only now was the group starting to see a decline. Eggs are sold at the markets in Jacmel and Leogane for 160gd per carton.

The project in St Michel has also been feeling the effects of high feed prices. With the birds consuming 3 ½ bags of feed per day at 760gd per bag, production expenses really add up. The facility has found it most economical and efficient to purchase feed directly from Haiti Broilers in Port-au-Prince. Feed is sometimes unavailable or of lesser quality when obtained from a retailer in Jacmel, and sourcing from the capital allows for bulk purchases of about 200 bags/trip. It was also noticed that the hens could not go more than 2 hours without feed available or they would be thrown off rhythm, causing a decrease in production. Even when feed is provided after that 2 hour timeframe, the hens are not interested in eating and may take up to several weeks to get back on track to optimum production efficiency.



Layer facility as part of St Michel parish.

The program is expecting 800 new hens this coming May courtesy of the Rotary Club of Jacmel. It is at this time that the operation will start to sell the spent hens. The group also recently obtained a large grain mill and mixer in preparation for producing feed on site. The project plans to use a combination of corn, millet, soy (imported from the Dominican Republic), and either red or black beans.



Left to Right: Grain mixer and mill obtained by the St Michel Poulaye; Collected eggs waiting for transport to market; Caretaker (left) and facility coordinator, Baba (right) standing beside the house.

### Gros-Morne (March 11-15)

As the pilot project and largest current operation of Hens for Haiti's Poultry initiative, the program in Gros-Morne holds a special place in my heart and I therefore planned several days in town to meet with all stakeholders and community members involved. The hen house in Kanpech, Gros-Morne welcomed 1,500 hens at the end of March 2012 under the supervision of Hens for Haiti founders and Caritas Gros-Morne committee members, specifically, agronomist Guy Marie Garcon. Egg production soared to a maximum of 1,425 eggs per day during the first few months and hopes were high that this trend would continue as planned. Unfortunately, about four months after the facility was opened for business, the birds started to decline in production. Guy Marie suspects that the hens were of greater age than promised when delivered as they showed much more maturity than the birds delivered to St Michel when he was on site to advise. Technicians were advised of the decrease in production and Gros-Morne staff were informed that conditions were too warm and the birds were stressed. Unfortunately, as temperatures started to decline, it was not followed by a re-boot of production. By this time, droughts and grain shortages started to affect the prices of feed and sales from egg production could not keep up. The hen house held this low production until it was necessary to start selling birds in June of 2013. Staff advertised the hens for 250gd each, but the market was not buying. With continuous feed costs for low producing birds, the operation had no choice but to sell the hens at a low 150gd each. It took the facility over eight months to sell the entire flock and finally got rid of the last 600 birds in January 2014.

Unfortunately, because of the troubling feed costs and decreased production/egg sales, the operation did not have enough resources to immediately invest in a new flock of birds. One of the main focuses of my trip was to gather information from other successful egg operations and try to use these techniques to tackle some of the obstacles in Gros-Morne. During my four day visit, I was able to have a very effective chat with Guy-Marie about his thoughts moving forward. We came to the conclusion that three issues needed to be resolved before starting with a new 1,500 bird flock:

1. Water – The well at the hen house in Kanpech is hand dug, only about 30ft in depth, and it dries up rather quickly in times of drought. For months during the dry season, the staff are forced to purchase water from town and transport it to the hen house for the birds to drink. This not only burns more finances that could be invested back into the operation, but it also costs valuable staff time. Therefore, it has been decided that a proper well must be established on site that can withstand the dry season. A company was contracted to bring in a large rig to dig on site. This rig attempted digging at two locations, one 140+ft and the second 55+ft without success in finding adequate water. The rig was pulled away for other jobs, but will return to continue digging at the 55ft location to see if it can get lucky.
2. Management – The Gros-Morne Caritas Poultry has been through three facility managers since opening its doors in March 2012. Each time there is turnover within management, the majority of the workload falls upon Guy-Marie to keep finances and manage reports. Guy-Marie is responsible for at least two dozen other projects within

Caritas and cannot be expected to carry the burden of daily management for one facility. Stable, trustworthy, competent management is needed to help get the program back on its feet and headed towards success. The Caritas Poulaye is prepared to offer a higher salary to an appropriate candidate in hopes of attracting a wider resume pool. They are focused on finding an individual with a solid business mindset, financial management skills including keeping reports and spreadsheets, and the ability to think and plan ahead – identifying problems and solving hiccups before they become big issues. It was suggested that the committee also consider the idea of having an offsite manager, an individual who is greatly qualified for the required duties, but it not necessarily at the facility on a daily basis. The off site manager could keep in close contact with the caretaker and guardian and make weekly or bi-monthly visits to review production and financial numbers, order feed and other supplies, and oversee the general wellbeing of the operation. This method may attract more qualified individuals who may not be willing to permanently re-locate to the Gros-Morne area.

3. Feed – As previously identified and widely discussed, feed is the number one cost of egg production and current operations have had difficulty keeping up with imported feed demands through egg sales. For this reason, Guy-Marie experimented with local feed formulations during November and December of 2013 as he prepared the birds for resale. The ration included a mixture of ground corn, wheat, grease, and moringa powder. The birds kept a good weight with the local feed mixture, but unfortunately egg production could not be monitored because the flock had already decreased to a minimum level. In July 2013, a group of students from the University College of Dublin Volunteers Overseas (UCDVO) constructed a house for grain storage as well as a concrete slab for grain drying in front of the hen house property. Guy-Marie took advantage of low corn prices during the harvest season to stockpile the storage house with 4 months worth of dried corn. The intention is to use this corn along with a mixture of grease, sand, moringa powder, and crushed fish to provide the new flock of hens with locally produced feed. The group has identified a mill near the town market that will grind these ingredients for 5gd/mamit (gallon) and therefore does not suggest that investment be made in on-site machinery at this time. Feed formulation costs from November and December of 2013 indicate that local feed production will cost about half of what is normally spent on imported bagged feed.



Top to Bottom: Grain storage house, grain stockpile, and grain drying slab at the facility in Gros-Morne.

Although the facility in Gros-Morne only represents one project out of the Hens for Haiti initiative, I feel that it's success is very important. As the first and largest project, the Gros-Morne Poulaye is constantly looked upon as an example and guide for other groups and organizations considering venturing into the poultry business. Guy-Marie hosts multiple visitors per month from across Haiti and the US exploring the opportunity of egg production and seeking technical expertise. I feel that the Gros-Morne hen house can continue to be a model and example, researching new methods and perfecting the business of egg production in Haiti.

Cap-Haitien (March 15-19)

I arrived in Cap-Haitien not certain of what to expect, but surprised to find an abundance of agricultural development and investment east of the city. My travels took me past large fields mechanically cleared for cultivating sisal and plantains as well as villages of over 800 homes to shelter staff from a nearby industrial park. The development was encouraging and I could not wait to see how Hens for Haiti could get involved.

- Centre d'Agriculture Saint Barnabas (CASB), Dan Tootle – I was delighted to reunite with an old friend from Gros-Morne who is now working with the Episcopal Church Missions to restructure much of the curriculum within local schools supported by the ministry. One of Dan's major projects is to work with CASB, a local agricultural technical school and center for extension and education. The school had thrived when it was first implemented in 1984, but unfortunately took a turn when funding was cut and management started to crumble. Now under the new management of Rev Jonas Beauvoir, the mission hopes to rebuild the legacy of CASB and turn it back into a center for agricultural study, research, and extension. I was given a tour of the classroom facility as well as the more than 30 hectares of adjacent land used for student plots and research. Much of the land had not been developed in a while, but Rev. Beauvoir had ideas on how to use its resources for animal grazing, corn and bean plantations, and poultry production. Dan explained to me how they wanted the poultry component to involve three separate entities: chickens (for both meat and eggs), guinea fowl, and turkeys. I commented how the layer component could tie in with student research in



Top to Bottom: Student research plots at CASB; Rev. Beauvoir proudly displaying the product of student work.

grain and legume production and how feed could be produced onsite. I look forward to keeping in touch with the Episcopal Church Mission as well as CASB to see how we can move forward with developing a poultry program at the agricultural center.



Old poultry facility at CASB.

- Ayiti Konse Vet (AKT), June Levinsohn – During Dan’s travels around Haiti with colleague, Kyle Evans, he ran into June Lavinsohn, Director of AKT, a local initiative focused on promoting sustainable agriculture methods in Haitian schools through classroom curricula coupled with school gardens. Dan and Kyle were very interested in adding this curriculum to several of their sponsored school systems and brought June and I to several locations to evaluate the potential. We visited small towns northeast of Cap-Haitien including Terre Rouge and Madras, sharing our projects with the school directors and gauging their interest. The group consensus was that agriculture needed to be brought back into the school system and a mixture of gardens and poultry might do the trick. Particularly in Madras, the school director was very enthusiastic about coupling egg production with local gardens. We discussed how the children and even larger community members could be taught to grow the ingredients necessary for chicken feed, CASB could grind and mix the feed, the hens would eat the local product, eggs would be sold in Cap-Haitien, Caracol, or Milot markets, and chicken litter would rotate back into the soil as compost for the gardens. Everyone left the meeting excited and encouraged to move forward.

- iF Foundation ([www.if-foundation.org](http://www.if-foundation.org)) - Located between the cities of Cap-Haitien and Milot in a small area called “Ti Bo”, the iF Foundation’s agricultural facility is a bustling oasis of research and technology. In addition to an egg production operation, the organization also cultivates earth worms, tests grafting of avocado, orange, and other citrus trees, farms moringa trees, and is experimenting with a high protein variety of corn (QPM). My visit focused on the poultry component, but I was very curious about the many other activities at this 30+ employee establishment. The iF Foundation welcomed 450 hens in September of 2013. The flock produces about 400 eggs per day, most of which are used in the local school feeding program and the remainder sold at



Layer operation of the iF Foundation.

market. Feed is purchased in Cap-Haitien at a price of 1,330gd per 100lb bag for Hi-Pro and 1,200gd per 100lb bag for Kayimex. This is the first time that I'd heard of Kayimex. The organization is also experimenting with a breed of corn called Hugo(QPM) said to contain 11% protein – very high for this type of grain. The foundation hopes to use QPM in combination with dried moringa powder to produce local chicken feed. They obtain QPM from the southern region of Camp-Perrin from an organization called ORE. There is much potential in this facility as well as the surrounding area east of Cap-Haitien. I'm excited to keep in touch and see where it may lead.



Left to Right: Moringa grove for poultry feed production; cultivation of earthworms.



Left: Grafted citrus at iF Foundation facility.

Right: QPM high protein corn seeds.



#### Appendix IV. H4H Vehicle for Hire

### Hens for Haiti Vehicle Regulations

The Hens for Haiti vehicle is to be used for official business of Hens for Haiti representatives or as a rented vehicle to interested visiting groups as approved by the organization.

#### General Guidelines

- Vehicle will carry no more than 2,000lbs or 8 persons at one time. Vehicle capacity will be limited to 8 persons and three bags of 50lbs or less or 5 persons and 6 bags of 50 lbs or less.
- Vehicle use will be approved by Hens for Haiti prior to release.
- Vehicle will be stored at Mdm Codio's residence in Cap-Haitian when not in use for H4H business or rental. When requested, George Obas will retrieve the vehicle from Cap-Haitian and make it available upon group arrival in the location indicated.
- Donations gathered from renting the vehicle will be held by H4H and used for mission purposes.
- Hens for Haiti is responsible for any and all legitimate repairs to the vehicle.
- The vehicle's registration and insurance will be kept up to date and monitored by George Obas. If any paperwork is found out of order, Hens for Haiti will be contacted immediately.

#### Rental Guidelines

- Vehicle will be rented to approved groups at a suggested donation of \$125 per day for extended periods of one week or longer.
- Additional costs such as driver and fuel for the vehicle are the responsibility of the renting group and not included in the donation for vehicle rental.
- Vehicle used for shuttle purposes from PAP airport to city of destination without use of vehicle/driver upon arriving at the destination will be asked to donate \$250 per trip for the rental of vehicle and driver combined. Fuel costs are the responsibility of the rental group.
- Rental requests must be made at least one week ahead of the first day of request to be reviewed and approved by the organization.
- Two approved drivers will be suggested to rental groups based on location of travel and need. Renters must employ one of the approved drivers for the duration of the rental agreement.
  - Mr George Obas (driver; \$25/day)
  - Mr Dagobert Douze (driver and translator; \$50/day) [Dag has said he can never drive because of his continuing eye issues. Has this changed?
- If rental group stays overnight in an area where driver does not have family or a place to stay, rental group is responsible for providing lodging for the driver.

## Sustainable Agriculture Matching Grant Program

### Request for Proposals

Hens for Haiti (H4H) is a 501c3 non-profit organization dedicated to designing, funding, and establishing egg production facilities in Haiti. The organization strives to create jobs, increase food security, and provide adequate nutrition in rural areas of Haiti. Egg production through a hen house; "Poulaye", allows communities to achieve many of these goals. Unfortunately, many communities have not yet seen the benefit of a Poulaye or have faced constant challenges in operation.

#### Overview

Hens for Haiti is now accepting proposals for a matching grant valued up to \$5,000 to fund a new or upgraded project. All organizations associated with a community in Haiti are encouraged to apply by February 1, 2015. Proposals will be reviewed by the H4H Board of Directors and awarded by March 1, 2015. All proposals must outline a match of \$5,000 cash or tangible, durable goods obtained in the last six (6) months by the requesting organization.

#### Hens for Haiti will consider funding:

- The initiation of new hen house projects including construction and purchase of hens or equipment
- The improvement or advancement of current hen house projects
- The initiation of projects related to the improvement of a current hen house such as poultry feed processing

#### Hens for Haiti will not fund:

- Salaries
- Travel
- Purchase of pre-packaged/formulated feed
- Overhead Expenses

If awarded, all funds must be used by September 1, 2015. The receiving organization must submit a progress report detailing how the grant was used by September 15, 2015. After projects are completed, organizations are asked to stay connected with Hens for Haiti by submitting 6-month and year after updates.

#### Match Component

The Sustainable Agriculture Matching Grant Program requires a match of equal or greater value provided by the proposing organization. In order for organizations to be eligible for the grant, a qualified match must be obtained by the proposing organization by the time the application is submitted. A qualified match refers to cash funds or tangible goods with value equal to or greater than the grant funds requested.

#### The following are considered a qualified match:

- Funds raised by the organization outside of requested grant funds
- Donation of machinery, construction materials, or other goods
- Donation of hens

#### The following are NOT considered a qualified match:

- Donation of time or expertise
- Travel expenses

### Proposal Requirements

Applications for the H4H Sustainable Agriculture Matching Grant must include the following components to be considered for funding.

- General Application Form
- Written proposal narrative (max 3 pages)
  - Proposal overview
  - Background of requesting organization's history and past or current development projects in Haiti
  - Explanation of how matching grant funds will help to sustainably solve a problem
  - Outline of local Haitian involvement and project commitment
  - Outline of project reports and accountability
  - Current financial statements for the requesting organization
  - Proposed timeline of project milestones, deliverables, and completion
- Full project budget including the breakdown of grant and match components

### Timeline

RFP Questions submitted by January 5, 2015  
RFP Questions answered by January 10, 2015  
Full Proposals submitted by February 1, 2015  
Matching Grant Awarded March 1, 2015  
Funds used by September 1, 2015  
Progress Report submitted by September 15, 2015  
Project 6-month Update submitted by March 1, 2016  
Project 1-year Update submitted by September 1, 2016

**To Apply** for the H4H Sustainable Agriculture Matching Grant, please submit all required documents electronically to [info@hensforhaiti.org](mailto:info@hensforhaiti.org) by **5pm February 1, 2015**. All questions should be submitted to Christina Lamour at [info@hensforhaiti.org](mailto:info@hensforhaiti.org) by January 5, 2015. If you do not have questions but would like to know the answers to the questions of the collective group, please send an email indicating this request.

**Sustainable Agriculture Matching Grant Program**

**General Application Form**

Name of Organization: \_\_\_\_\_

Address: \_\_\_\_\_

Point of Contact: \_\_\_\_\_ Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Name of Project Proposal: \_\_\_\_\_

Name of Beneficiary Haitian Community: \_\_\_\_\_ Location: \_\_\_\_\_

Total Project Budget: \_\_\_\_\_ Grant Funds Requested: \_\_\_\_\_ Match: \_\_\_\_\_

This Proposal is for (check one):       A new project       Upgrade to an existing project

Date of Project Initiation: \_\_\_\_\_ Proposed Date of Project Completion: \_\_\_\_\_

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Project Summary

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