



ANNUAL REPORT 2022

MENTOR GIRLS • DEVELOP LEADERS • TRANSFORM COMMUNITIES

Girls Livelihood and Mentorship Initiative (GLAMI) mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their Communities.

Our Programs

Kisa Project share • grow • lead

Our two-year leadership course prepares girls in their last two years of secondary school to attend university.

Binti Shupavu courageous daughters

Our four-year life skills course gives secondary school girls the tools they need to stay in school and graduate.



Our Vision

To create a future in which all Tanzanian girls have equal access to high-quality educational opportunities that empower them to achieve their goals and better their communities.

Our Mission

GLAMI supports girls' education in Tanzania in order to provide girls with the opportunity to transform their own lives and the futures of their communities. We accomplish our mission through our two extracurricular mentoring programs: Kisa Program and Binti Shupavu.

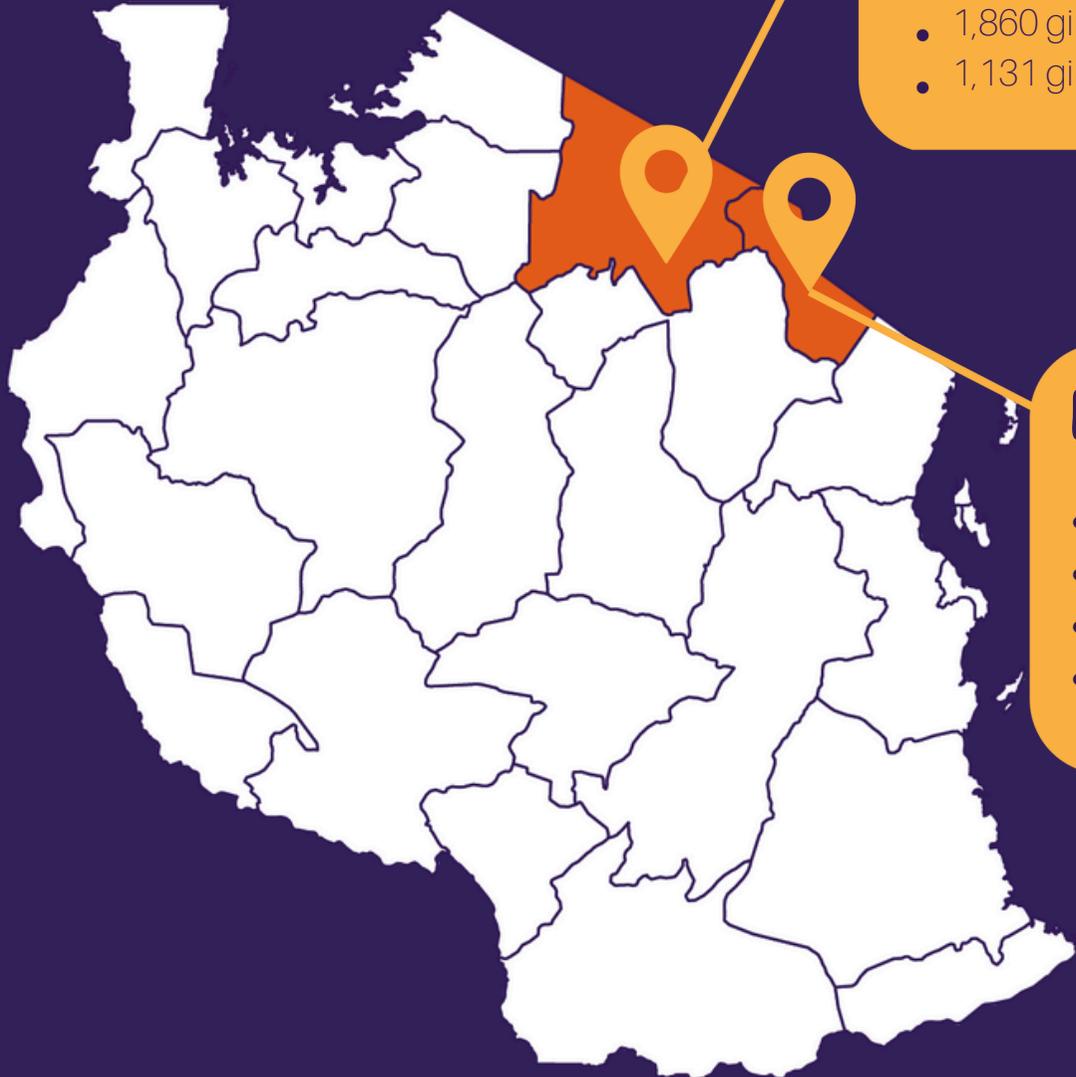
The Problem

Girls in Tanzania face barriers to education that include poverty, pregnancy, and early marriage.

Only 39% of girls in Tanzania go to secondary school. Of those that do, only two thirds complete their secondary education, and only 3% go on to university.

Where We Work

GLAMI works across three regions in Tanzania, supporting almost 50 schools.



Arusha

- 18 schools
- Office : AICC | Ngorongoro | Floor No2
- 1,860 girls in Kisa Program
- 1,131 girls in Binti Shupavu

Kilimanjaro

- 21 schools
- Office: Majengo | KiliHub
- 2,437 girls in Kisa Program
- 2,799 girls in Binti Shupavu

Our Impact

14,700+

Tanzanian girls have directly benefited from our programs.

97%

of Kisa Program graduates continue on to university.

54

Tanzanian employees of which 97% are female.

Our **Core Values** guide us



Respect

We value the community that we serve, our partners and staff for their time, views and contributions.



Integrity

We will uphold honesty, transparency and confidentiality with high moral and ethical standards. When faced with difficult situations, we will be considerate in our decisions.



Teamwork

We will embrace workplace synergy to achieve our goals by embracing diversity and supporting each other.



Equality and Equity

We will strive to bridge the gap between girls and boys. We will strive to work towards gender equity.



Accountability

We will be responsible and accountable for the benefit of the people we serve.



Inspiration

We care about the girls we serve. We shall be their role models and are committed to empowering to positively, contribute to the community



A note from our Managing Director

Dear Friends,

What an incredible year! GLAMI's work is led by three core beliefs – Girls have Rights, Girls are Capable and Girls Can Ignite Change. It's these beliefs that motivate GLAMI staff, our community, and partners to work together and make a difference in the lives of Tanzanian girls. It is my pleasure to share with you our first GLAMI annual report.

As you go through our updates, learnings, and vision for the future in the coming pages, please join me in celebrating our most incredible milestones yet. In 2022, 8,227 girls received an opportunity to participate in our mentorship and life skills programs; GLAMI also funded scholarships for 53 girls to further their studies. We saw an increase in partnerships and engagement, with 10 partners giving both technical and financial support, and more than 2,400 parents, guardians, and local community members giving their time and skills in different ways directly to our scholars, both at home and in schools. Perhaps the most exciting moment of all, however, was GLAMI being named one of two laureates for the 2022 UNESCO Girls and Women's Education Prize!

<<UNESCO Press Release >>

I truly believe that the success of our organisation lies not only in what we do, but in the "how", and the "who" we do it with. And as we expand our programs to a new region and reach even more girls in the coming year, I am honoured and excited to be among the passionate people who live and breathe our shared vision every day!

Thank you for your continued support!

Monica Swai
Managing Director, Operations



8,227

Scholars in our Programs

A total of 4,659 Binti Shupavu and 3,568 Kisa Scholars were in our programs in the year 2022. We have reached 41% of our strategic plan goal to enroll 20,000 girls in our programs by 2026.

8,703

Program Graduates

At the end of 2021, 6,681 scholars had graduated from GLAMI programs. In 2022, we saw 1,007 scholars graduate from Kisa and 1,015 scholars graduate from Binti Shupavu; bringing our total number of alumnae to 8,703.

KEY MILESTONES



39

Partner Schools

23 Kisa and 23 Binti Shupavu with 7 schools overlapping as they offer both programs.

62%

Staff Alumni

We have employed 34 GLAMI alumni as program mentors.



UNESCO GWE Prize

On 11 October 2022, UNESCO announced the 2022 Laureates of the UNESCO Prize for Girls' and Women's Education. GLAMI was one of the two winners in recognition of our efforts supporting girls' education in Tanzania through mentorship.

[UNESCO Press Release >>](#)



Mringa Toilet Inauguration

This year our Kisa girls at Mringa Secondary School highlighted what is sadly a common hygiene challenge in schools: not having enough toilet facilities to serve the students, especially during their menses. In response to this, GLAMI funded construction of a new hygiene block with 10 toilets and two changing rooms to ensure girls at Mringa had enough safe and clean facilities to continue their studies.

Scholarship Awards

21 Binti Shupavu Alumnae and 32 Kisa Alumnae received scholarship support to further their studies. This includes Binti Shupavu Alumnae joining advanced secondary schools or colleges and Kisa Alumnae continuing to university. One of our key goal is to see more of our Alumnae graduating from universities and becoming responsible leaders in their communities.





Challenges

- Tanzanian Census - conducted in August, the national census drastically changed the school calendar this year and forced us to rush our program schedules so we could align with the government's requirements, including new school closure dates.
 - Mentors transition - under GLAMI's model, the role of Mentor is designed to give young women their first opportunities out of university, building their skills and experience in a supportive workplace. After 2 years in the role, Mentors then move on to new jobs with a strong resume, and a new group of recent women university graduates are appointed. Unfortunately, due to the COVID-19 pandemic, GLAMI's last group of Mentors stayed longer, resulting in a more difficult transition for the new team.
- Late funding transfers and changing priorities for donors led to reduced financial support for the first three
- quarters of the year. This meant we were forced to cancel some of the program activities, or implement them differently.



Learnings

- Schools and government calendars will always be unpredictable and may disrupt our programs. This has led us to review the size of our mentorship curricula and our delivery methods in order to accommodate unforeseeable disruptions, whilst still ensuring we deliver high quality, impactful programs.
- Partnerships are critical to advancing our reach and improving the quality of our programs. At GLAMI, we are constantly exploring how we can run our programs effectively, efficiently, and sustainably, and there is no doubt that this can be achieved through building stronger partnerships. This includes with local partners, external funding partners, and the government, and we aim to build stronger relationships with all going forward.



1,319

Kisa Scholars
recruited in 2022

KISA PROGRAM UPDATES

Health Sessions

Four health sessions were conducted with 100% of Kisa Scholars in attendance and 16 facilitators

Our health sessions educate Kisa Scholars about general health, well-being and different health issues; information which is not widely taught in Tanzanian schools. These sessions are run by professional guest speakers and are conducted in each partner school.

Kisa Scholar painting a door as part of the toilet renovation project at Nuru Secondary School.

2 Day Challenge (2DC)

A total of 42 community projects were successfully designed and executed by 958 Kisa Scholars

2DC is a chance for Kisa Year 2 Scholars to use their leadership skills and solve challenges in their communities. 2DC starts with scholars completing a community assessment form which helps them to draft a project proposal and then work with mentors to execute within the community.

Advocacy Campaigns

96 Advocacy Campaigns run by Kisa Scholars

Previously known as End Of Year One Presentations (EOYP), Kisa Scholars are required to run an advocacy campaign that measures how far they have reached as socially responsible leaders at the end of their first year in the program. Scholars are required to present the campaign and any actions they've taken to find a solution, as well as the ways in which they are advocating to their communities.



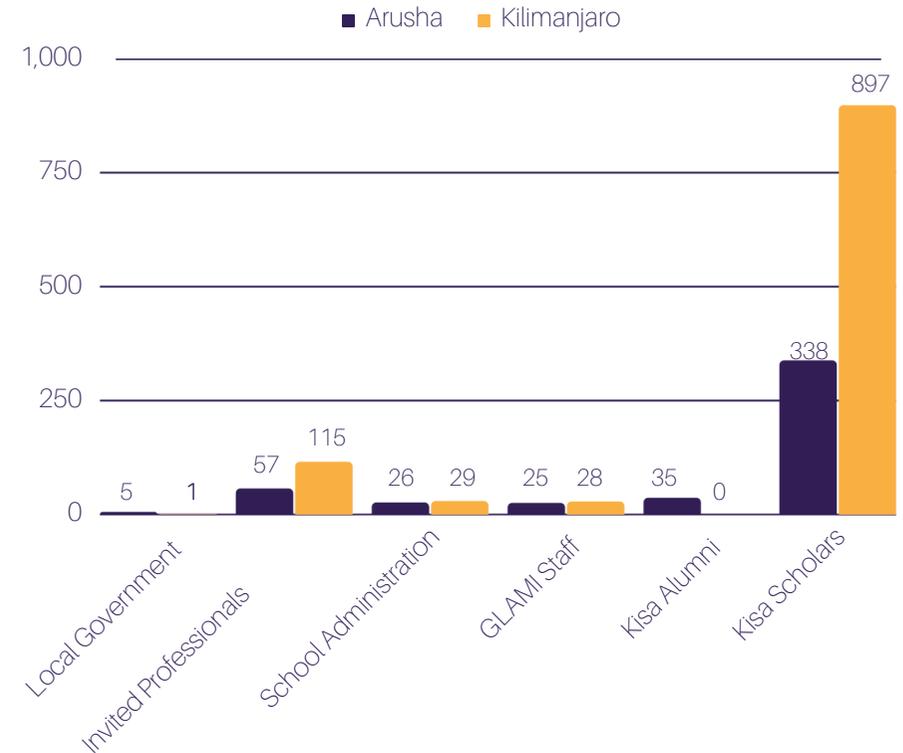
Career Day

Career Day is a chance for Kisa Year 2 Scholars to explore their career paths by researching and showcasing their knowledge through exhibitions delivered to invited professionals from various fields. Scholars also participate in group sessions with professionals who work in fields relevant to their desired career path.

This year, Career Day was conducted in all 23 Kisa Partner Schools, with 172 invited professionals sharing their knowledge on how the choices our scholars make today will affect their future.

In the lead up to Career Day, Kisa Scholars also attend Career Sessions once per quarter to build more awareness and interest in the career path they may want to take.

Participants



The future starts with what i do today...

Job Readiness

21 Kisa Alumnae who recently graduated from university participated in a four day event in December to help prepare them for the workforce.

The topics covered included job application processes, probation and confirmation period and excelling in a job after confirmation. In addition to an external facilitator, we also had a Kisa Alumna assist with facilitation, who has since gone on to become a Kisa Mentor.

Kisa Alumni Network (KAN)

300 Kisa Alumni attended the annual KAN event. Topics covered included budgeting and saving, emotional intelligence and healthy relationships, digital marketing and sexual reproductive health.

KAN is designed to help Kisa Alumnae stay in touch with GLAMI and support each other after they have graduated. The annual KAN event is conducted in our four cities: Arusha, Dar-es-salaam, Mwanza and Dodoma. Alumnae were also introduced to Kisa University Clubs and asked to join or start a club at their universities.





1,432 Binti Scholars
recruited in 2022

Year 4 Career Guidance

We hosted Career Guidance sessions in 21 Binti Partner Schools across our two regions.

The Career Guidance sessions are designed to help scholars make informed choices on which subjects to take as they move into Advanced Level education, based on their chosen career paths. They provide insight into the current demands of the job market.

"I am so happy and lucky to be part of the Binti Shupavu program. Without it, I wouldn't have known the difference between a job, work, passion and career, and knowing the differences have helped me better understand my career goals."

- Sakila, Binti Year 4 Scholar.

Partner School Staff Meetings

13 partner school staff meetings were conducted this year with a total of 473 teachers attending.

Partner school staff meetings help to strengthen the relationship between GLAMI and our partner schools as we both aim to impart education and life skills into our scholars.

Teachers were introduced and updated about GLAMI, our programs, shared challenges and achievements that have happened over the year. We collaborated together on finding solutions towards challenges incurred with the programs, curriculum delivery and we recognised efforts made by teachers in supporting our programs at their schools.

[Read more on Career Guidance >>](#)

Parents Engagement Meetings

1,764 parents (1,409 female and 355 male) attended the parents engagement meetings across all our partner schools.

Parents Engagement Meetings (PEM) is an opportunity for parents of GLAMI scholars to find out more about the organisation, the programs and the support needed at home to help their child perform well academically with hopes for them to successfully graduate from secondary education.

This year, the meeting also aimed at reminding parents about the best parental practices and child rights, including forms of violence and reporting mechanisms on violence. Parents also learned about different available economic opportunities to help them further support their child's needs.



“Now I know my role as a parent through what I learned today. I did not know that there are various economic opportunities that I can do in promoting my daughter’s upbringing. I am going to work on it in order to support my daughter's goals.”

– Mother of Regina, Year 3 Binti Scholar

Opportunity Day

A total of 294 Binti Alumni, 8 facilitators and 3 Government representatives attended the event

Opportunity Day aims to equip Binti Shupavu Alumni with the knowledge and skills they need to transition to Advanced Secondary Schools and Colleges or to help in starting their own businesses. This event was held in our two regions in August 2022 and the day covered:

- Making healthy choices and boosting mental spirit (Reproductive and Mental Health)
- Influencing positive financial behaviours (entrepreneurship, budgeting and savings)
 - Building more confidence (participating in different activities)
 - Making transformative change in the community (Innovation)
- Understanding how to balance life (Relationships, Leadership, Pro-activeness).

Alumni were also reminded of our TOLL FREE number, which allows Alumni and scholars to communicate with a social worker incase they have an emergency or challenge at home that needs support from GLAMI.

“I loved the topic about savings, especially 'saving for future use'. No one knows what tomorrow may bring. Now I know that I should think twice before spending my cash, I don't want to stress my parents on my daily needs and savings is a key to that.”

– Ashura, Binti Alumni



Community Support Groups (CSG)

There were 18 active Binti Shupavu Alumni Community Support Groups formed 2022

Alumni Community Support Groups are created to keep Binti Shupavu Alumni connected to each other and GLAMI. The groups help to inspire Alumni to engage in positive activities, especially during the period of vulnerability between the end of Form 4 and the start of further schooling, businesses or employment. Every CSG commits to reaching out to their community, school and families to share information learned in the Binti Shupavu Program and look for ways they can work together to solve their communities challenges.



Health and Wealth Day

Health and Wealth Day was conducted across two days in all our regions with a total of 37 Binti Shupavu Alumni attending

The purpose of Health and Wealth Day is to improve the livelihoods of Binti Shupavu Alumni who have not yet continued with further education. We do this through the provision of skills and knowledge on entrepreneurship, mini health talks and identify available sources of employment in their surrounding environment. Alumni were provided with a consultant to guide their business startup journey as they work on their business proposals.

2022 - 2026

THE NEXT COMING YEARS

Our New Strategic Plan

In 2022 our strategic plan was operationalized by breaking it down into a strategy cascade that makes the plan and implementation of that plan more accessible to their full team. GLAMI hired a third-party vendor to not only facilitate the strategy cascade work but to also conduct a manager's training.

What goals were accomplished during this grant period?

The strategy cascade has been accomplished.

The managers' training is in the process of completion as of the submission of this report and staff communication on the cascaded plan

The performance management system has been developed and is being piloted.

[View our full Strategic Plan here >>](#)

Plans for the coming year 2023

For the year 2023, we will be working on the following areas to sustain us through our strategic plan

- Increase Girls Empowerment : Expanding to Morogoro region and Increasing the number of girls enrolled in our programs to 8500 across all regions by 2023
- Improving Uptake of Technology : Incorporate technology in Programs delivery and GLAMI systems
- Improve Policies and Systems : 50% of operational policies and manuals designed and improved
- Strengthening Partnerships : Increase commitment from our current partners

Thank you

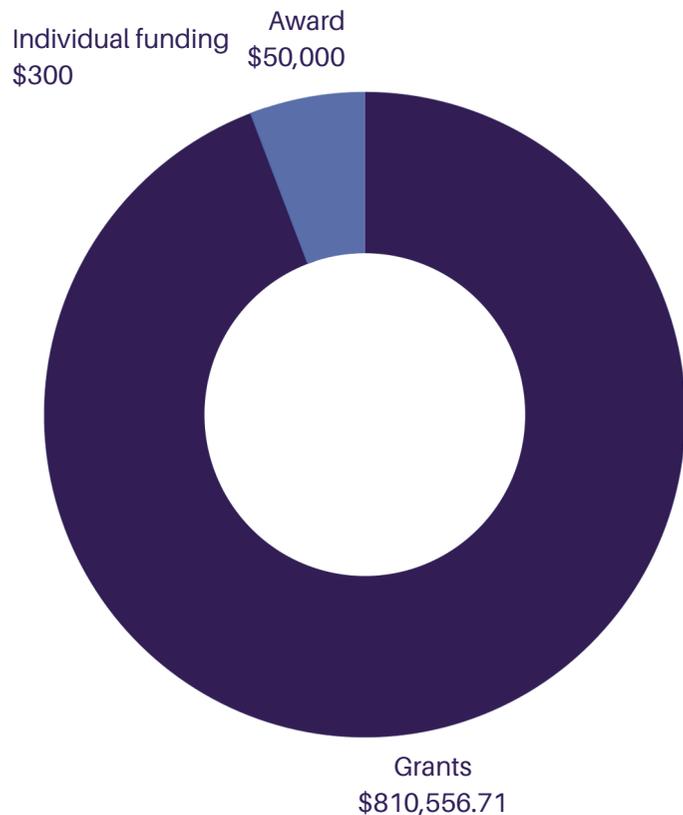
for helping Tanzanian girls reach their full potential!



OUR PARTNERS

Income and expenditure statement for the year ended 31st December, 2022.

Income

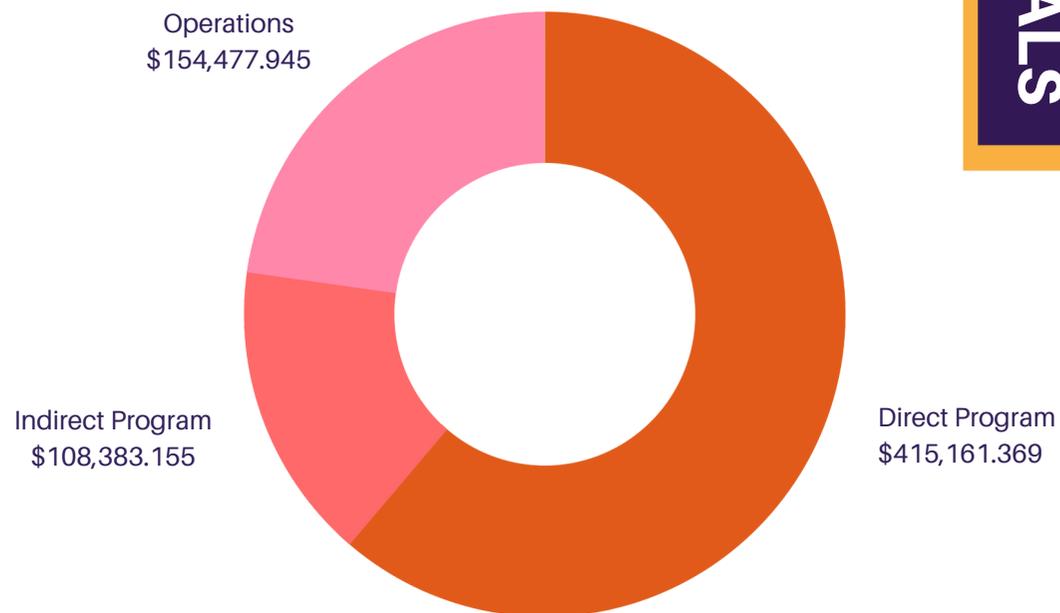


Total income

\$976,839.95

+10.6% from the Previous Year

Expenditure



Total Expenses

\$718,251.04

A young woman with a bright smile, wearing a dark blue school sweater over a white collared shirt, sits in a classroom. She is resting her chin on her hand. Other students in similar uniforms are visible in the background, some looking towards the camera and others looking away.

Meet Namelok

“My Mentor became my sister, as I told her of my challenge she made sure it was solved. And here I am, a graduate whose father is so proud of her .”

IMPACT STORY



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