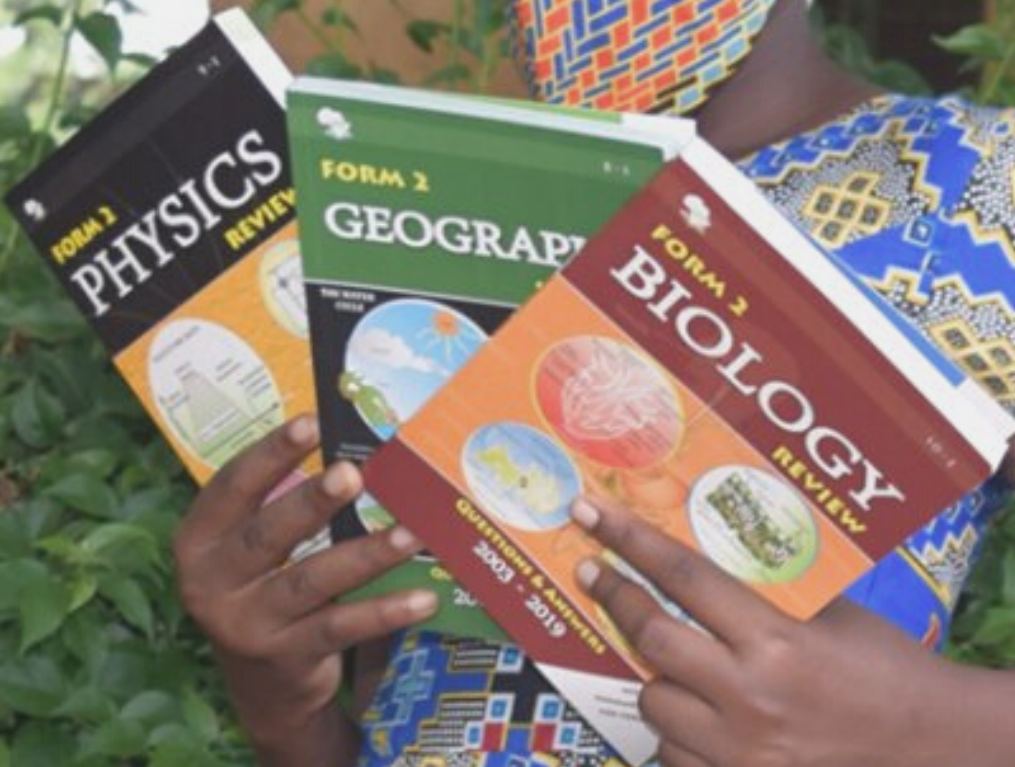


Mentor Girls.
Develop Leaders.
Transform Communities.



AFRICAID
CELEBRATING 20 YEARS



2020 ANNUAL REPORT

2020 ANNUAL REPORT

AfricAid works to build a future in which all girls can pursue the opportunities they choose, raise healthier families, and become leaders in their communities. We do this in partnership with GLAMI (Girls Livelihood and Mentorship Initiative), our local partner and sister organization in Tanzania. The mentoring programs they run consistently result in girls who report higher levels of confidence, higher graduation rates with higher test scores, and in 2020, we learned that these mentoring programs are even successful during a global pandemic.

Gladys and Julia [Kisa Alumnae] both are problem solvers who take big risks. I think that they are both brave individuals who believe that no matter how hard the world and situations in life may be, they can still look for something positive to do. I personally continue to learn from them.

WE ALL NEED TO LOOK AROUND US AND CHOOSE ONE CHALLENGE WHERE WE CAN BE PART OF THE SOLUTION, JUST AS THEY DID.

- ELLIE KAAYA, KISA MENTOR

"I THOUGHT THIS TO BE THE TIME THAT MY COMMUNITY NEEDED MORE LEADERS THAN EVER BEFORE."

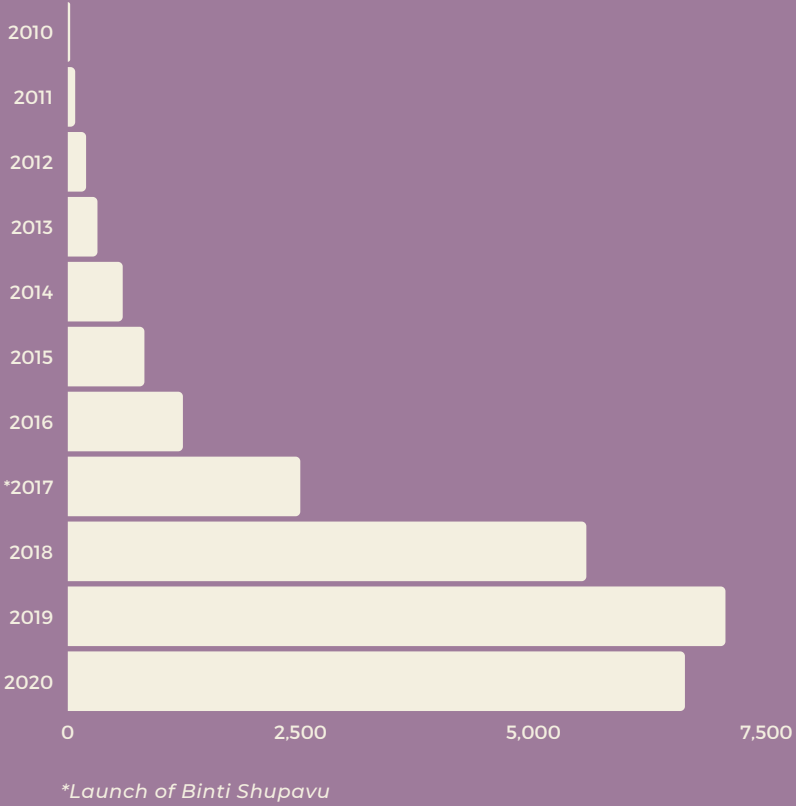
- GLADYS, 2017 KISA ALUMNA



2017 Kisa Alumna Gladys Kimario distributing health brochures she created to help keep her community safe during the COVID-19 pandemic.

PROGRAM GROWTH

This chart represents the number of Scholars enrolled in GLAMI mentoring programs since Kisa Project launched in 2010. Binti Shupavu launched in 2017. In 2019, we adjusted our reporting data to match the calendar year, rather than the academic year for the Kisa Project. This has resulted in an update of historical data.



OUR LOCAL PARTNER

GLAMI, the Girls Livelihood and Mentorship Initiative, is a registered nonprofit in Tanzania that is locally led by Tanzanian women and overseen by a Tanzanian Board of Directors.



GLAMI LEADERSHIP



Devotha Mlay
Managing Director
Programs

Monica Swai
Managing Director
Operations

SCHOLAR STORY

CATHERINE

Form Five, Mawenzi Secondary School
History, Geography, & English

"I WOULD LIKE TO ENCOURAGE MY FELLOW SCHOLARS NOT TO GIVE UP NO MATTER WHAT. WE ALL HAVE GOALS AND VISIONS AND WE MUST TAKE CARE OF OUR HEALTH AND MAKE SURE WE ACCOMPLISH THEM."

My life has changed since the COVID-19 pandemic began. There are not fixed timetables at home the way there are at school, so I am the one responsible for making my own. With some assistance from my mom, I make my next day's timetable before I go to bed.

I have home duties like many other grown girls do at home. These include washing utensils, cooking, and cleaning the house. I get time to study through lessons that are on tv and I also use my school study materials and books I brought from school.

While I enjoy time with my siblings at home, I have really begun to miss doing things with my friends. This includes studying together in a group, games that we played on Fridays, and stories about life we shared as we were preparing to go to bed. I miss our weekly Kisa classes and the lessons and games with Madame Florence. I really wish that COVID-19 would pass so that we can go back to school and carry on with our studies.

I have a motto that makes me stay hopeful no matter what comes along each day and that is "Never give up!" I would like to encourage my fellow Scholars not to give up no matter what. We all have goals and visions and we must take care of our health and make sure we accomplish them.



**CELEBRATING
A MILESTONE:**

10 YEARS OF KISA

The Kisa Project launched in 2010, enrolling 21 total girls at two partner schools. One decade later in 2020, GLAMI served 1,998 girls at 25 partner schools.

ALUMNAE FEATURES

HAPPINESS MONYO

*Pharmacist | Guangzhou, China
BA Pharmaceutical Sciences in
Biomedical Engineering*

"My name is Happiness Elinami Monyo, I am currently based in China pursuing a Bachelor's Degree of Pharmaceutical Sciences in Bioengineering. Through Kisa I have learned to grab opportunities that come my way. I have been able to generate a passive income through modeling in a city called Yichang, Hubei. I run an online boutique and part-time I act as a sourcing agent for products that go from China to Tanzania."

MY ADVICE TO KISA SCHOLARS IS THAT GIRLS NEED TO KNOW THAT THEY CAN BE ANYTHING THEY ASPIRE TO BE BY BEING PASSIONATE, PROACTIVE, DETERMINED AND MOTIVATED.

REDEMPTA MARTIN

*Legal Officer | Manyara, Tanzania
MA Legal Practice*

"My name is Redempta Martin. I graduated with a post-graduate diploma in Legal Practice and currently I am waiting for admission to the role of advocate. Through Kisa, I was able to accomplish my biggest dream of becoming a lawyer. During Kisa classes, we were taught about goal-setting and strategies you can use to achieve them. I was very inspired by seeing other female lawyers during Career Day."

GIRLS NEED TO BE INSPIRED, AND THROUGH KISA THEY WILL BE INSPIRED TO ACHIEVE THEIR GOALS.



Happiness Monyo



Redempta Martin



BUILDING RESILIENCE, FOCUSING ON GOALS

Kisa Project is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive change in their communities. In 2020, **100%** of girls graduating from this program sat for and passed their final exams, opening the door for these new graduates to pursue higher education.

2 DAY CHALLENGE

The capstone of Kisa Project is the 2 Day Challenge, where girls work together to identify and solve a problem in their communities.



Neema noticed that many parents in her hometown were reluctant to send their children to school because of an unsafe journey and lack of proper uniforms. For her project, Neema petitioned the district commissioner to help her village build a safe bridge across a flooded river and used the funds raised from the 2 Day Challenge to buy uniforms for children who had none.

I WILL ALWAYS BE OUT IN FRONT TO HELP MY COMMUNITY BECAUSE I AM THE PROBLEM SOLVER. THE SOLUTIONS TO THE PROBLEMS THAT FACE MY COMMUNITY START WITH ME.

*NEEMA, KISA SCHOLAR
Form Six, Msangeni Secondary School*



Magreth lives at home with her mother, who is immune compromised, and her younger siblings. To ensure the health of her family during the pandemic, Magreth created a handwashing station outside of her home for people to use upon entering and leaving the house. As the oldest sister, Magreth stepped up to the responsibility of keeping everyone in her family safe and healthy.

MAGRETH BELIEVES EVERYONE IS EQUAL AND DESERVES TO BE TREATED THAT WAY. I AM SO PROUD OF HOW THIS AMAZING KISA SCHOLAR IS TAKING CARE OF HER FAMILY RIGHT NOW!

ELLIE, KISA MENTOR

Binti Shupavu

COURAGEOUS DAUGHTERS

BUILDING RESILIENCE,
FOCUSING ON GOALS

Binti Shupavu is a four-year life skills course for lower secondary schools that teaches study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls.

In 2020, 4,574 girls aged 13-18 participated in Binti Shupavu at 22 Partner Schools across the Arusha and Kilimanjaro regions.

In 2020, 98% of graduating Form Four Binti Scholars passed their final national exam, at a rate 8% higher than their peers.



A Binti Shupavu Scholar works on an assignment from her Mentor.



*Asimwe Suedi and Chausiku Mkyuya
Binti Shupavu Project Managers*

“

In 2020, we were forced to “embrace the new normal” of constant upheaval. The adoption of new ways to reach our beneficiaries during COVID-19 has given us the ability to plan more effectively for 2021 – and beyond. The pandemic actually made us consider what we are doing and how we are doing it. This gave us greater appreciation for why we are doing it.”

- Asimwe Suedi and Chausiku Mkyuya,
Binti Shupavu Project Managers

”

LEARNING & LEADING THROUGH COVID-19



One Scholar says that she is glad that she was able to keep in touch with her Mentor throughout the school closures in Tanzania. Her mentor communicated with the Scholar's family about her well-being and her studies, which has taught her to invest in meaningful relationships in the future.



18,000 phone calls to stay connected to girls and their parents



193,608 text messages to keep girls and their families engaged in mentoring and academic programming



WhatsApp study groups to help girls continue to study and prepare for exams



Textbooks and other study materials to help girls focus on their academics



2 toll-free hotlines offering access to GLAMI social workers and other resources for girls facing urgent needs



Weekly radio program was piloted, teaching mentoring curriculum

PREPARING FOR A GLOBAL PANDEMIC WAS NEVER SOMETHING WE SET OUT TO DO. BUT WE HAVE COME TO REALIZE THAT BECAUSE WE HAVE ALWAYS BEEN PREPARED TO PROVIDE FOR OUR SCHOLARS, AND THAT THE DEEP, PERSONAL RELATIONSHIPS DEVELOPED WITH OUR GIRLS, THEIR PARENTS AND THE HEADMASTERS AT OUR PARTNER SCHOOLS HAVE ALWAYS SAT AT THE HEART OF WHAT WE DO - WE COULD SWIFTLY AND EFFECTIVELY RESPOND IN THIS CRISIS.

- DEVOTHA MLAY, GLAMI MANAGING DIRECTOR OF PROGRAMS



Technology played a big part in building relationships between Mentors and the Scholars' families during the lockdown. Through text messages and calls, Mentors sent important health information to remind parents to take precautions. Working as a team, Mentors and parents or other relatives the girls live with, protected the Scholars' health.

GLAMI HITS THE AIRWAVES

SAFARI YA BINTI

RADIO PROGRAMMING WAS AN IMPORTANT SUPPLEMENT TO GLAMI'S IN-PERSON TEACHING. IN ADDITION TO SCHOLARS, THE PROGRAM WAS HEARD BY PARENTS, BROTHERS, AUNTS, UNCLES, AND OTHER COMMUNITY MEMBERS WHO HELP TO RAISE GIRLS. THEY WERE ABLE TO LEARN THE LESSONS THAT WERE AIRED AND BECAME MORE AWARE OF THEIR ROLE IN MAKING A GIRL'S JOURNEY TOWARD HER GOALS AND DREAMS EASIER.

Throughout the pandemic, GLAMI staff and Scholars had to learn new ways to continue their everyday life, while taking precautions against COVID-19. GLAMI learned that it is critical to continue providing Tanzanian girls with expert leadership and life skills training. To do this, GLAMI piloted a radio program, "Safari ya Binti" (A Daughter's Journey), which launched on August 22, 2020 and ran through December 2020. Funding for this radio program was generously provided by the Australian Volunteers Program, funded by the Australian Government.

IT IS ENCOURAGING FOR A GIRL TO HEAR A WOMAN SPEAK ABOUT ISSUES THAT ARE A HINDRANCE TO OUR ACHIEVEMENTS. THAT IS THE MOMENT WHEN OUR MINDS CHANGE, SELF-DOUBTS ARE ERASED, AND WE START BELIEVING IN OURSELVES. A LOT OF PARENTS AND GUARDIANS BELIEVE IN A GIRL'S ABILITY THROUGH EXAMPLES, SO BEING ABLE TO SPEAK ON THE RADIO MAKES ME BELIEVE I HAVE PLAYED A ROLE IN CHANGING THE MINDS OF SOME COMMUNITY MEMBERS TOWARD THE WORTH OF GIRLS.

- HADIJA HASSAN, KISA PROJECT MANAGER, ON HER FIRST TIME RECORDING "SAFARI YA BINTI"



Kisa Scholars at Mringa Secondary School listen to the first session of GLAMI's radio show.

WORDS OF THANKS

As schools in Tanzania were reopening, there was much anxiety and uncertainty from Heads of Schools. How would they keep all their students and staff, not just Kisa Project and Binti Shupavu Scholars, at their crowded schools safe as they came back from so many different places? GLAMI responded quickly by providing handwashing stations, liquid soap, sanitizer, and thermometers.

AfricAid is proud of the effort that GLAMI made so that girls could get back to the business of learning and leading!

“THANK YOU FOR THINKING OF THE GIRLS, ESPECIALLY DURING THIS DIFFICULT TIME. WITH THE LITTLE FUNDS WE GET FROM THE GOVERNMENT, I WOULDN'T BE ABLE TO PURCHASE ALL OF THIS EQUIPMENT. YOUR ASSISTANCE WILL HELP NOT ONLY THE GIRLS, BUT ALSO THE TEACHERS AND OTHER STAFF WITHIN THE SCHOOL.

- HEAD OF SCHOOL, KIPOK GIRLS SECONDARY SCHOOL

“KISA IS A GREAT PROJECT. YOU GUYS KEEP ON THINKING ABOUT US! LAST YEAR, YOUR SCHOLARS BUILT THE NOTICE BOARD AT OUR SCHOOL AND NOW WE HAVE A QUICK RESPONSE TOWARD COVID-19 WITH HANDWASHING BUCKETS. AS THE HEAD OF SCHOOL, I REALLY APPRECIATE YOUR SUPPORT – BLESSINGS TO THE WHOLE TEAM AND MANAGEMENT!”

- HEAD OF SCHOOL, MAJENGO SECONDARY SCHOOL



Students and staff at Mringa Secondary School with GLAMI's donated handwashing stations.

MEASURING EFFECTIVENESS

AfricAid and GLAMI are committed to monitoring the effectiveness of our robust mentoring programs. We are constantly learning from our data to improve and advance our programs.

IMPACT REPORTS

AfricAid measures impact for both the Kisa Project and Binti Shupavu using a Theory of Change model. For each outcome that we expect, we measure multiple indicators using a dynamic mix of survey tools, interviews, and day-to-day data collection. We present these learnings in annual Impact Reports, published on our website.



98% of Binti Shupavu Year 4 Scholars graduated from secondary school in 2020, at a rate nearly 30% higher than other girls nationwide.



Kisa Scholars scored 6% better on the final national exam than their peers nationwide. In 2020, 100% of graduating Kisa Scholars passed the final exam, which allows them to continue on to tertiary education.

SCHOLAR SURVEYS

Taken at baseline, endline, and again years after the program has ended, Scholar Surveys teach us how Scholars rate their own confidence and leadership skills. They also share the steps they've taken after leaving the program, such as leading a group or organization or finding a job. This data helps us understand our long-term impact.

“WE LIVE AS A FAMILY THROUGH THIS PROGRAM.”

- KISA ALUMNA

“AS PART OF THE KISA ALUMNAE NETWORK, I'M HOPEFUL THE CONNECTIONS FROM FRIENDS OF FRIENDS WILL HELP ADVERTISING MY BUSINESS TO THE PEOPLE THEY KNOW.”

- KISA ALUMNA



PARTNERSHIPS MAKE THE DIFFERENCE

CURT HARRIS

2020 Art & Soul Honoree

Curt Harris was honored at AfricAid's first-ever Virtual Art & Soul celebration online.

"After the third ascent, I thought my climbs of Kilimanjaro were over. However, when I was presented with the opportunity to lead groups that included some of the outstanding young women from AfricAid's Kisa program, I couldn't pass up the chance to get to know them and hear each of their unique stories. That's what keeps bringing me back."



"TWO DECADES AGO, THIS ONE SMALL GRANT FROM A CLUB HALFWAY AROUND THE WORLD HELPED START A PROCESS THAT HAS SINCE MENTORED 10,000 GIRLS, GIVING THEM THE SKILLS TO LEAD THE LIVES THEY CHOOSE AND CREATE A RIPPLE EFFECT OF CHANGE IN THEIR COMMUNITIES.

"AS ROTARIANS, WE DO A LOT OF GOOD. BUT, SOMETIMES WE DON'T ALWAYS REALIZE THE LONG-TERM IMPACT OF OUR WORK. SO LET'S ALL REMEMBER – ESPECIALLY RIGHT NOW – THAT EVEN A SEEMINGLY SMALL EFFORT CAN HAVE SUCH A MAJOR IMPACT IN YOUR LOCAL COMMUNITY, OR EVEN HALF A WORLD AWAY."

**- CURT HARRIS,
ROTARY INTERNATIONAL BLOG**



OUR 2020 FINANCIALS

AfricAid achieves its mission through a joint effort of AfricAid and our sister organization, GLAMI, formerly known as AfricAid TZ. Established first as AfricAid TZ in 2010 and renamed GLAMI in 2019, an NGO under Tanzanian laws, GLAMI is a separate and independent entity from AfricAid with its own Tanzanian Board of Directors and local staff.

Before 2016, AfricAid was the primary funding source of GLAMI. As programs have grown, grantors have increasingly sent funds to GLAMI directly. AfricAid considers this trend to be a desirable outcome that demonstrates the confidence grantors have in locally-led programs. However, as the main funding arm for both organizations, AfricAid absorbs the majority of the fundraising and administrative expenses associated with soliciting and managing grants and other fundraising costs. While this arrangement allows GLAMI to devote substantially more of its resources toward programs, it unfavorably skews functional expense ratios for AfricAid.

Revenues and Support	Total
Grants	\$559,759
Individual & Corporate	\$205,486
Special Events (net)	\$66,317
In-Kind Contributions	\$0
Other	\$999
Total Revenue	\$832,561
Expenses	
Program Services	\$511,457
Management & General	\$124,745
Fundraising	\$79,184
Total Expenses	\$715,386
Change in Net Assets	\$117,175
Assets	
Cash & Cash Equivalents	\$640,312
Other Assets	\$79,552
Total Assets	\$719,864
Liabilities & Net Assets	
Liabilities	\$57,119
Net Assets	\$662,745
Total Liabilities & Net Assets	\$719,864



GIRLS HAVE RIGHTS.

Girls have the right to equal access to education, the right to be heard, the right to live free from exploitation, the right to be happy, and the right to be hopeful.

GIRLS ARE CAPABLE

Girls can be self-reliant, confident, and empowered to shape their own futures.

GIRLS IGNITE CHANGE

Girls can inspire others, become leaders and role models, educate others, and can give back, and ignite change in their community.

WITH YOUR HELP, WE'RE MAKING THIS POSSIBLE.