



2024 Annual Report

MENTOR GIRLS • DEVELOP LEADERS • TRANSFORM COMMUNITIES



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ORGANIZATION OVERVIEW

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.

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, only two thirds complete their secondary education, and only 3% go to university.

VISION

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

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.

KISA PROGRAM share · grow · lead

Our two-year leadership course prepares girls in their last two years of secondary school to attend university and become socially responsible leaders.

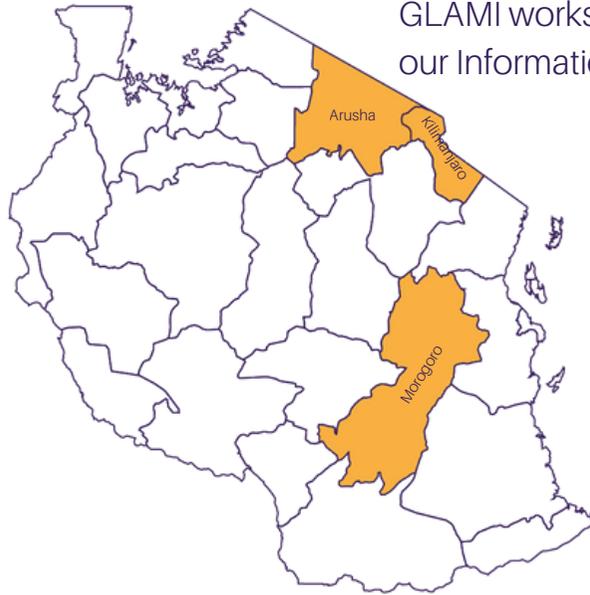


BINTI SHUPAVU courageous daughters

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

WHERE WE WORK

GLAMI works across three regions in Tanzania, supporting almost 50 schools. As of 2024 the following are our Information.



REGION	NUMBER OF SCHOOLS	LOCATION	KISA NUMBER	BINTI NUMBER
ARUSHA	18	AICC Ngorongoro Building Floor No. 2	861	2494
KILIMANJARO	22	Majengo Sangana Street Kili Hub	2072	2803
MOROGORO	10	Pamba Street Mbuyuni House	-	1651

OUR CORE VALUES

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.

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 model and are committed to empowering to positively, contribute to the community.



KEY MILESTONES AND IMPACT



9881

Scholars enrolled in our Programs.



96%

of Binti Program Scholars passed their final exams.

100%

of Kisa Program Scholars passed their final exams.



56

Community Projects conducted by Kisa Scholars in 2024.



6791

Messages sent to parents



22,200+

Tanzanian girls have directly benefited from our programs.



13,282

Program alumni since 2010 to then. Where Kisa Alumni are 7,625 and Binti Alumni are 5,657



62%

of staff are Alumni of our Programs.



70%

of our Scholars and Alumni hold different Leadership Positions in schools & or in communities.



57

Partner schools, where 7 out of these overlap with both programs



A NOTE FROM OUR EXECUTIVE DIRECTOR

Dear GLAMI Family, Friends, and Esteem Partners,

At GLAMI, we believe that every girl deserves the opportunity to reach her full potential—regardless of the challenges she may face. The year 2024 has been a powerful reflection of that belief in action. Through dedicated mentorship, psychosocial support, strategic partnerships, and community-driven activities, we have supported thousands of scholars and alumnae to stay in school, build resilience, and pursue their dreams with confidence.

From addressing immediate needs through emergency support, to expanding programs across borders and deepening community engagement, our impact continues to grow. We've celebrated scholar graduations, empowered girls through life skills and leadership training, and strengthened our alumni networks to ensure long-term support. Despite budgetary and environmental challenges, our team's creativity and unwavering commitment allowed us to deliver on our mission—reaching over 77% of our strategic goal to empower 20,000 girls by 2026.

As you read through this report, I invite you to celebrate the milestones, reflect on the challenges, and recognize the collective strength of our scholars, staff, partners, and communities. Together, we are creating a future where every girl not only stays in school but thrives.



ANANDE NNKO

GLAMI - Executive Director

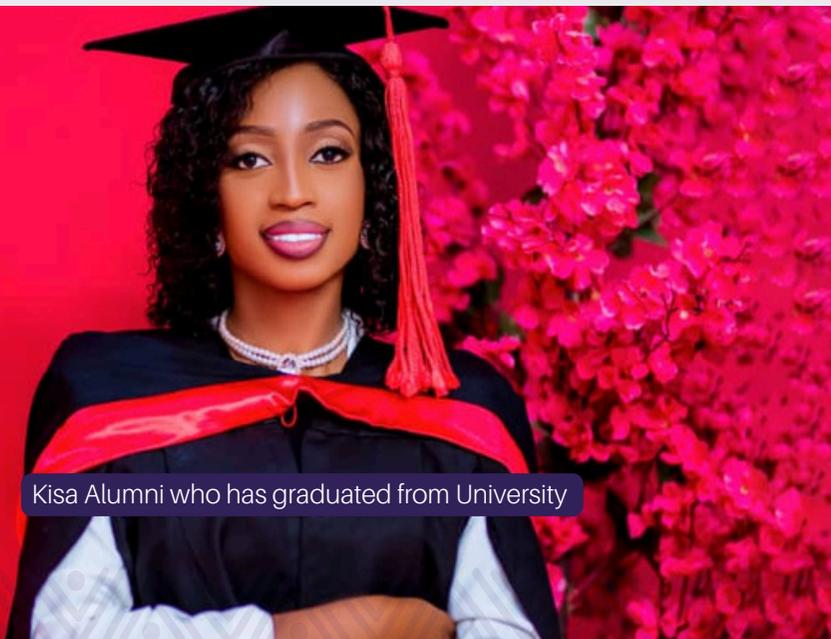
KEY SUCCESSES

Graduations

A total of **2,287** scholars from both of our programs proudly graduated this year. Their achievement reflects not only their perseverance in completing their final years of schooling but also their transformation into confident, resilient young leaders. Equipped with essential life and leadership skills, they are now empowered to overcome challenges, pursue their ambitions, and drive positive change in their communities.

Program Alumni Scholarship Awards

A total of **31** alumni received scholarships, including 15 from the Kisa Program and 16 from the Binti Program. The scholarships supported alumni in pursuing higher education by covering university or advanced secondary school fees, or by providing scholastic materials to aid their academic journey. Scholarships are awarded only to alumni who are at high risk of not continuing their studies, primarily due to financial barriers.



Kisa Alumni who has graduated from University



Teacher Mentors during their Mentorship Training

Teacher Mentor Trial

We successfully piloted the Teacher Mentor initiative in four schools across Arusha and Kilimanjaro regions, engaging eight teachers — four from each region, with two partner schools per region participating. In Morogoro, Teacher Mentors are to support seven controlled schools, which are not currently implementing any of our programs but are involved in strengthening the ongoing RCT (Randomized Controlled Trial) study. Teacher Mentors were also provided with training to support their growth as mentors and better assist scholars. With close follow-up from Mentors and Managers, Teacher Mentors receive continuous support whenever they face challenges.

Strategic goal Review

One of the goals in our 5-year strategic plan is to empower 20,000 girls by 2026. So far, we have achieved **77.7%** of this target. This significant progress demonstrates that we are on track to meet our strategic goals and reinforces GLAMI's impact in creating lasting change for girls across Tanzania.



GLAMI staff representatives providing tiles to support the construction of a girls' hostel at one of our partner schools.

School Projects Support

We supported 8 schools with various materials, including office equipment and infrastructure supplies, to help create a conducive environment that fosters academic excellence for scholars. These supports have helped increase bond between GLAMI and partner schools.

Scaling the Binti Program

In partnership with our sister organization, Daring Girls, we have expanded our reach beyond Tanzania through the Binti Shupavu Program. The program is now implemented in collaboration with three organizations: the Centre for Women Empowerment in Technology (CWE-TECH) in Kenya, the Empowerment Initiative for Rural Women and Adolescents (EIRWA) in Zambia, and the Regional Network of Children and Young People Trust (RNCYPT) in Zimbabwe.



GLAMI team representatives, program scholars, and other stakeholders supporting girls' education — including Hon. Liberata Mulamula (seated in the center), former Tanzanian Ambassador to the United States and a distinguished advocate for youth and women empowerment — pictured during the Girl Agenda Forum.

Partnerships and Collaborations

In celebration of various International Days, we partnered with different organizations to raise awareness and promote collaboration. For International Women's Day, we collaborated with [Moshi FM](#); for Menstrual Hygiene Day, we collaborated with [ComfyCare12](#); and for the International Day of the Girl Child, we collaborated with five other organizations, including [Msichana Initiative](#) through Girl Agenda Forum, to celebrate and advocate for girls' rights.

Additionally, in partnership with [ABC Impact](#), we successfully raised funds for 100 bicycles through the 'Ride to the Future' Bicycle Campaign to support scholars in the Morogoro region who face long daily commutes to and from school. We also partnered with SPICA from the Netherlands, through the [Achmea Foundation](#), to provide capacity-building training for our staff, ensuring they remain skilled and effective in their roles.

KISA PROGRAM UPDATES

Kisa Recruitment

A total of 1,620 new Kisa scholars were recruited into our program.

Recruitment numbers increased in Arusha region, showing greater reach through the Kisa Program. Strong cooperation from school administrators and liaisons enabled a smooth recruitment process. Many Binti Shupavu graduates transferred to Kisa, inspiring other girls to join. We successfully followed all recruitment procedures and added new partner schools: Einoti (replacing Arusha Secondary) and Kilimanjaro Girls (replacing Majengo). High enrollment in some schools reflected strong demand for the program.

Module Delivery **BLOG – ROLE MODELS**

We successfully achieved all our targets for module delivery across all programs. Despite challenges such as session cancellations from schools, the extra time allocated for sessions allowed us to meet our target. This ensured that scholars were equipped with the life and leadership skills needed to thrive, become confident leaders, and pursue their current and future goals.

End of Year 1 Presentations (EYOP)

The End-of-Year One presentations mark the completion of the first year of the two-year Kisa Program. Scholars research challenges facing their communities and present solutions to a panel of invited judges, showcasing all they have learned, including research and presentation skills. A total of 1,289 scholars demonstrated creativity by using various resources to create banners for advocacy and project presentations. Some scholars performed role plays to present their challenges and solutions, while deployed technology by using projectors to enhance their presentations.



Kisa Scholars participating on a discussion during Kisa session



Kisa Scholars during End of Year One Presentation (EYOP)



Kisa Scholars and their teacher standing in front of an incinerator they made as their 2DC project

2 Days Challenge (2DC) Projects

56 Projects conducted by Kisa Scholars

The 2 Days Challenge provide a valuable platform for Kisa Scholars to practice leadership — from planning to execution — by researching a community challenge and executing a solution within two days. Project topics ranged from providing skills and on issues like Gender-Based Violence and Violence Against Children to hands-on initiatives such as tree planting and construction. Strong cooperation between scholars, mentors, and liaisons ensured the smooth execution of activities.

Health Sessions

Health sessions are provided to Kisa Scholars because achieving their dreams requires them to stay focused and healthy. Scholars were given the opportunity to choose health topics for discussion, including Menstruation and Menstrual Hygiene Management.

Mentors were fully trained and equipped with skills and materials, such as the Sexual Reproductive Health (SRH) Guidebook, to deliver these sessions effectively. Topics like mental health were facilitated by external experts, typically doctors specializing in the field. Through these sessions, scholars gained a better understanding of pressing health issues today.



Kisa Scholars during one of the health sessions facilitated by their Mentors.

I didn't realize that stress from school could impact my mental health. Now I know I can use personal outlets, like writing poems and listening to music, to manage stress. I can't wait to share this with my friends!

~Kisa Scholar~

Career Sessions

Career sessions provide Kisa Scholars with valuable opportunities to explore future career paths and make informed decisions about their aspirations. Conducted quarterly, these sessions enabled scholars to explore diverse professions, understand the qualifications and steps required to achieve their career goals, and build competencies in career research, career report writing, and public presentation—all in preparation for the main Career Day event.

We are grateful to facilitators who went above and beyond, including one who shared her own career guidance book to support the girls.

BLOG – KISA CAREER SESSIONS



Kisa Scholars presenting during Career Day about their aspiration to become aircraft engineers.

Career Day

Due to annual budget constraints, we were unable to conduct the Career Day event as originally planned.

Instead, we organized smaller exhibitions and group sessions with invited career experts during regular Kisa sessions. For those who couldn't attend in person, virtual meetings were arranged using laptops. With support from staff, liaisons, and school leaders, the sessions were successful, and almost all Kisa Scholars attended, except for a few who missed due to health or other important reasons.

Kisa Graduation

BLOG – KISA GRADUATIONS

1,165 scholars graduated from the Kisa Program, with ceremonies held at partner schools during Kisa sessions. Scholars prepared the venues and shared entertainment they had planned.

The events included speeches, certificate presentations, reflections from mentors and scholars, gift-giving, and cake-cutting—honoring their growth into confident, socially responsible leaders.

BINTI PROGRAM UPDATES



Binti Shupavu Recruitment

Binti Recruitment

In 2024, we recruited **2,494** new Year 1 scholars into the Binti Shupavu Program across Kilimanjaro, Arusha, and Morogoro. Form 1 students in partner schools were introduced to GLAMI and the Binti program, then invited to fill in forms if they were willing to participate. Due to budget limitations, not all applicants could be accepted, a structured selection process was used to identify those best suited for the program.

“I want to be a pilot, I want one day to fly an airplane...
Now I know what it requires to be a pilot, and I will
make it. ~Binti Scholar~”

Module Delivery

The Binti Shupavu module is delivered to scholars over four years, covering five core areas: Personal Motivation, Health and Wellness, Study Skills, Realizing Potential, and Strength and Resilience. Each year, scholars dive deeper into these topics to build the skills and mindset needed to stay in school and complete their education. Despite occasional challenges like session cancellations, all planned lessons were delivered through effective rescheduling, ensuring scholars received the full module.

Career Guidance

Quarterly career guidance sessions were held for all Binti Shupavu scholars to help them make informed decisions about their futures and take steps toward their goals. Mentors received training to effectively lead these sessions, resulting in increased career awareness among scholars. In a spirit of inclusive support, boys also participated—reinforcing the belief that they, too, play a vital role in advancing girls' education. Together, both boys and girls are encouraged to support one another in pursuing their ambitions.



Binti Scholar shares her career aspiration during a career guidance session

Binti Graduations

A total of 1,078 Binti Scholars graduated, marking the successful end of their Binti journey.

Completing four years in the Binti Shupavu Program is a major milestone, and graduations were held to celebrate scholars' commitment, growth, and resilience. The events included speeches, dances, role plays, certificate presentations, gift-giving, and cake-cutting. Guests shared inspiring messages, highlighting the life skills scholars gained throughout the program.



Bonding Sessions

Bonding sessions were held quarterly, usually right after school holidays, to check in on scholars, identify any challenges they faced during their holiday, and offer timely support.

These sessions also help strengthen the relationship between Mentors and scholars. Conducted in all Binti partner schools as planned, they also served as a platform to address general concerns and raise awareness to schools and parents on important issues affecting scholars.

One On One Sessions

At the end of every Binti Shupavu session, mentors are required to hold a one-on-one session with at least one scholar from their class. These sessions are essential for strengthening the bond between mentors and mentees and play a critical role in the early identification of any challenges a scholar may be facing. This enables mentors to offer timely support and help scholars remain in school and complete their education.

When necessary, mentors refer scholars to social workers for additional support. In 2024, mentors conducted one-on-one sessions with a total of 1,800 scholars across the program. Additional efforts to support scholars included encouraging letter writing to mentors and facilitating social worker visits.

SOCIAL WORK UPDATES

Psychosocial Support

Psychosocial support has led to significant achievements in scholars' school retention and well-being by addressing immediate needs through emergency fund, home visits and emotional support.

Our Social Workers reached **1,014 scholars**, helping them cope with challenges and build resilience. This support also led to positive behavior changes, better academic experiences, and stronger relationships between scholars, their families, communities, and mentors.

GBV & VAC Sessions

GLAMI scholars received Gender-Based Violence (GBV) and Violence Against Children (VAC) sessions once in every three months. Delivered by Social Workers in collaboration with Mentors and schools, the sessions equipped **4,085 girls and 2,106 boys** with the knowledge to recognize abuse, support victims, and report incidents. Including boys strengthened efforts to create safer environments, and as a result, scholars became more confident in reporting concerns to Social Workers and Mentors.

Home Visits

We conducted **39 home visits** to support scholars at high risk of dropping out due to challenges like long travel distances, lack of support, financial difficulties, or risks such as early marriage or abuse. These visits strengthened collaboration between social workers, families, local leaders, and schools, helping scholars stay in school.

Group Counselling

Group counseling has proven to be an effective approach in addressing challenges that scholars face due to peer pressure or negative group influences—challenges often identified by school administration or mentors. Led by GLAMI Social Workers, these sessions covered topics like discipline, health, and hygiene, supporting **598 scholars** build resilience, practice self-leadership, and find positive ways to handle difficulties. A total of 21 group counseling sessions were held, providing mental and emotional support that strengthened scholars' focus and determination.

Emergency Fund Support

A total of **780 scholars** received emergency fund support, including sanitary towels, school lunches, scholastic materials, and hostel fees. This timely assistance significantly reduced school dropouts and truancy, ensuring scholars' continued participation in school and program activities. Additionally, the support boosted scholars confidence and self-esteem, enabling them to engage more actively and positively at school.



ALUMNI UPDATES



Kisa Alumni proudly holding trees they planted at an orphanage center



TOP: Kisa Alumni holding organic oil sold by a fellow alumna during the KAN.

BOTTOM: Kisa Alumni participating in an activity during the KAN.



Kisa University Clubs (KUC)

Kisa University Clubs (KUC) are created to support Kisa alumnae in universities and colleges across Tanzania, promoting empowerment, education, career growth, and community service. Active clubs are currently based at the University of Dodoma, Sokoine University of Agriculture, University of Dar es Salaam, Moshi Co-operative University, and Tumaini University Makumira. Alumnae from nearby institutions also participate. Activities conducted included alumni trainings, orphanage visits, public clean-ups, tree and vegetable garden planting, and awareness campaigns on environmental conservation. A total of **150** alumni attended these activities through KUC.

Kisa Alumni Network (KAN)

104 Alumni attended KAN

Out of the four KAN zones—Arusha/Kilimanjaro, Mwanza, Dar es Salaam, and Dodoma—only the Dar es Salaam and Dodoma zones conducted the KAN gatherings where they learned from experts on Entrepreneurship and Healthy and Unhealthy relationships, often relevant to their university journey and involvement in communities. The events also introduced new alumnae to Kisa University Clubs (KUC) and their leaders. Alumnae with small businesses showcased their products, encouraging networking and peer support.

Career & Entrepreneurship Support

In partnership with our sister organization, Daring Girls, we conducted a Career Development Webinar where **16** alumni gained skills in résumé and cover letter writing, as well as interview preparation. Additionally, through collaboration with SOMO Africa, **six** alumni acquired skills and knowledge in entrepreneurship.

COMMUNITY ENGAGEMENT ACTIVITIES



Parents Engagement Meetings (PEM)

PEMs were conducted in the Morogoro region only, reaching a total of 860 Binti parents—307 through a partnership with UWEZO and 553 directly by GLAMI.

Due to budget constraints, we were unable to hold formal PEMs in Arusha and Kilimanjaro as planned.

However, we participated in school-led parent meetings at partner schools, where we were given at least 15 minutes to speak about the Binti Program, reaching an additional 148 parents.

These engagements significantly improved parents' understanding of GLAMI's work—especially the Binti Shupavu Program—and highlighted ways they can collaborate with the community and GLAMI to support girls in their education and future goals.

Monthly Messages to Parents

A total of 6,791 messages were sent to program scholars' parents.

Each month, mentors crafted messages to serve as reminders, follow-ups, or to share important information—encouraging parents to actively support their daughters' education.

This consistent communication has strengthened mentor-parent relationships and increased cooperation in helping scholars overcome challenges and stay in school.



After today's meeting my role as a parent will be not only to emphasize on my daughter to stay in the Binti Shupavu program but also to support her academics and moral behavior...

~Binti Parent~

[BLOG - PARENTS MEETINGS](#)





Stakeholders Meeting

We successfully brought together 49 key stakeholders in the Morogoro region, that include government representatives and heads of Partner Schools to Stakeholders meeting. This meeting significantly enhanced GLAMI's visibility among local stakeholders. Participants had the opportunity to learn more about GLAMI, our programs, strategic plan, and the one-year implementation of the Binti Shupavu Program. The session also allowed stakeholders to share their insights and suggestions on how we can strengthen our collaboration to better support girls' education in Morogoro.

Liaisons Meetings

We conducted Liaison Meetings with teachers from our partner schools who serve as vital links between GLAMI and partner schools. Liaisons assist with resolving challenges, updating us on school schedules, and supporting scholar follow-up. A total of 61 liaisons from partner schools in Kilimanjaro, Arusha, and Morogoro participated in the meetings. They were updated on 2023 achievements, reviewed the 2024 program schedule, received key updates, and shared their own concerns to ensure smooth program implementation. Additionally, liaisons were briefed on the teacher-mentor initiative, which had begun implementation in Arusha and Kilimanjaro.

School Staff Meetings

We conducted meetings with staff at all our partner schools to raise awareness of GLAMI's work, share our achievements and challenges, and explore collaborative ways to support girls' education. During these sessions, we introduced GLAMI's Programs and 5 Years Strategic Plan. As a result, school staff expressed their willingness to actively support the successful implementation of the Binti Shupavu Program.



Partner school teachers participating in an activity during School Staff Meetings

CHALLENGES AND LEARNINGS

- **Classes Cancellation :**

Heavy rains caused severe infrastructure damage, leading to the cancellation of Binti classes in some areas. To address this, we plan to hire cruisers for hard-to-reach locations or adjust class schedules to safer seasons. Expanding the Teacher Mentor model is also being considered to ensure program continuity during difficult conditions.

Additionally, special school exams disrupted sessions for some scholars; however, arrangements were made with school management to cover missed sessions during holidays and to schedule future sessions on Saturdays to minimize interruptions.

- **Challenges associating to Home Visits :**

During home visits, some scholars' houses were located in areas difficult to access by vehicle. Moving forward, we plan to engage other stakeholders, especially community leaders, to help reach these hard-to-access areas during scholars' assessments.

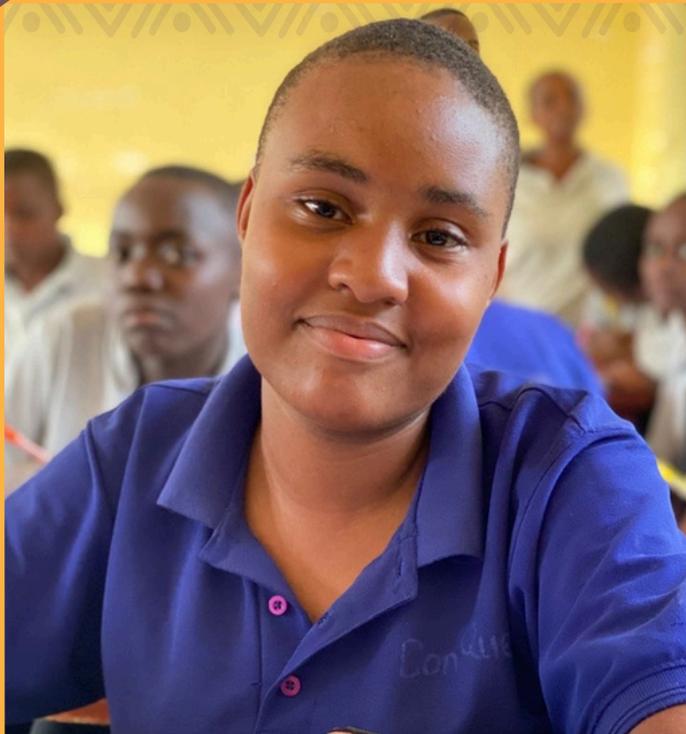
- **Lack of enough Digital tools :**

The shortage of digital kits such as data collection devices, laptops, and projectors affected some activities, including module delivery and data collection. Moving forward, it is important to ensure that sufficient funds are allocated to prioritize these items and prevent similar challenges in the future.

- **Annual Budget Constraints :**

Most of Program's planned activities were not executed as planned due to annual budget gap, this made the events to be executed in a more creative and at low cost to ensure the goal is reached despite challenges.





MEET REGINA

Meet Regina, a 19-year-old Kisa scholar and Head Girl at Longido High School, where she leads a student body of approximately 4,000 students—1,800 girls and 1,200 boys.

Her leadership journey has been deeply shaped by her experience in the Kisa Program. Through Kisa sessions, Regina learned that while some leaders are born, others are made—and she is proud to be one who grew into leadership through training and mentorship. *"Kisa gave me the foundation to lead with purpose and confidence,"* she shares.

Among the many lessons, the topic of Visionary Leadership stood out. *"It taught me the importance of having a clear vision for my community and finding sustainable solutions to the challenges we face."* These lessons have enabled her to not only carry the title of Head Girl but also serve as a bridge between students and teachers. Many students, particularly girls, feel more comfortable opening up to student leaders than to teachers—and Regina takes this responsibility seriously. She has become a bridge for communicating girls' issues to the entire school, ensuring that the challenges they face are addressed effectively.

Leadership has not come without its challenges. As she puts it, quoting a Swahili proverb, "Uongozi ni kama jalala"—leadership is like a dustbin; you take in everything, good or bad. Despite the hurdles, she strives to ensure that every student feels seen, supported, and heard. Her dream is to continue her leadership journey at the university level and beyond. *"Kisa didn't just teach me to lead,"* she says. *"It taught me to lead with vision, empathy, and strength."*

Regina is just one of over 22,000 girls we have empowered through our programs—girls who have become leaders in their lives and communities. Regina understood that the title 'Head Girl' meant more than a position; it was a responsibility to represent and uplift other girls in her school. Imagine the world we could be if more girls held leadership positions and boldly championed the rights and voices of women and girls to ensure equality for all.

(Name changed for child protection purposes)

OUR PARTNERS

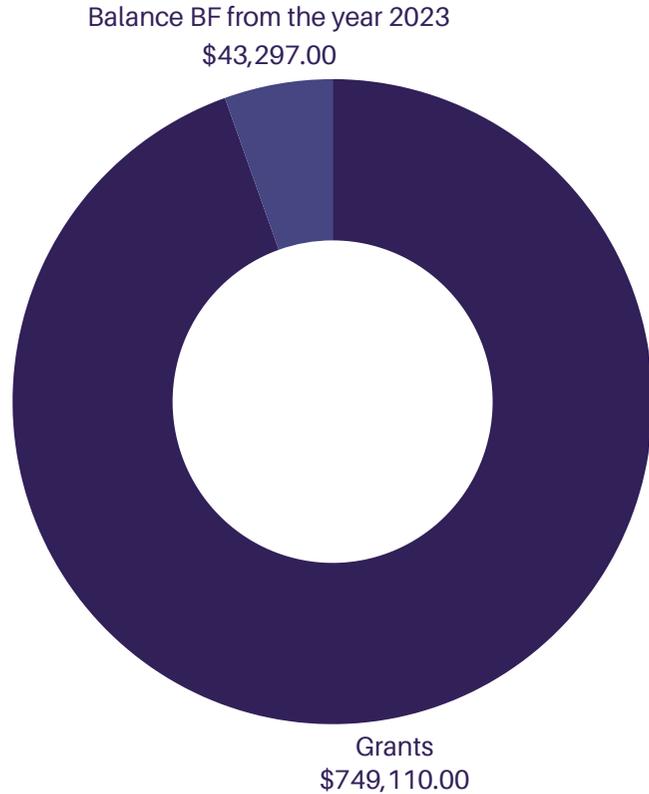
Thank you for helping Tanzanian girls reach their full potential!



FINANCIALS

Income and expenditure statement for the year ended 31st December, 2024.

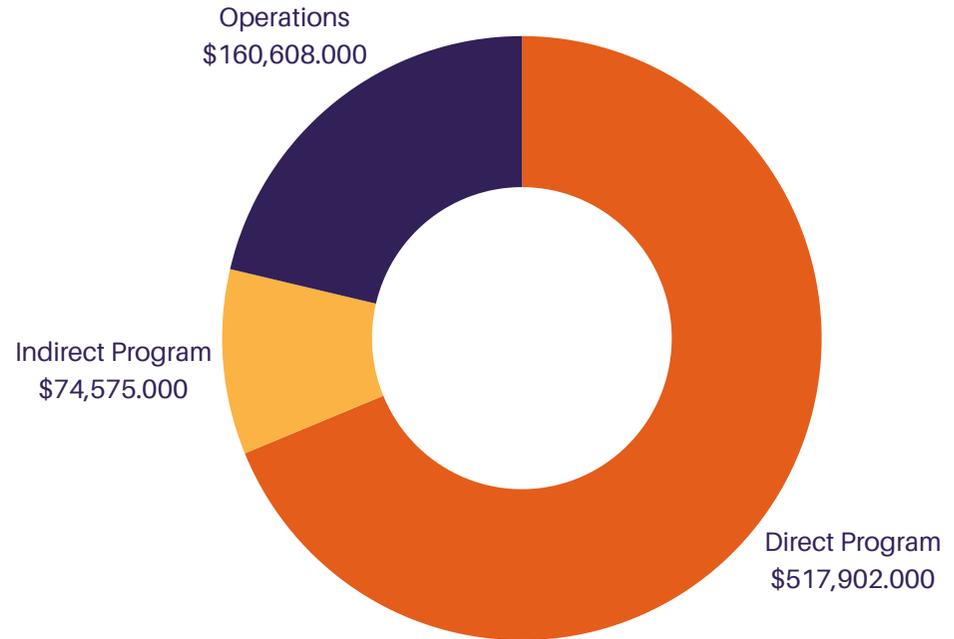
Income



TOTAL INCOME

\$792,407

Expenditure



TOTAL EXPENSES

\$753,085.00



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