



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 Tanzania 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.

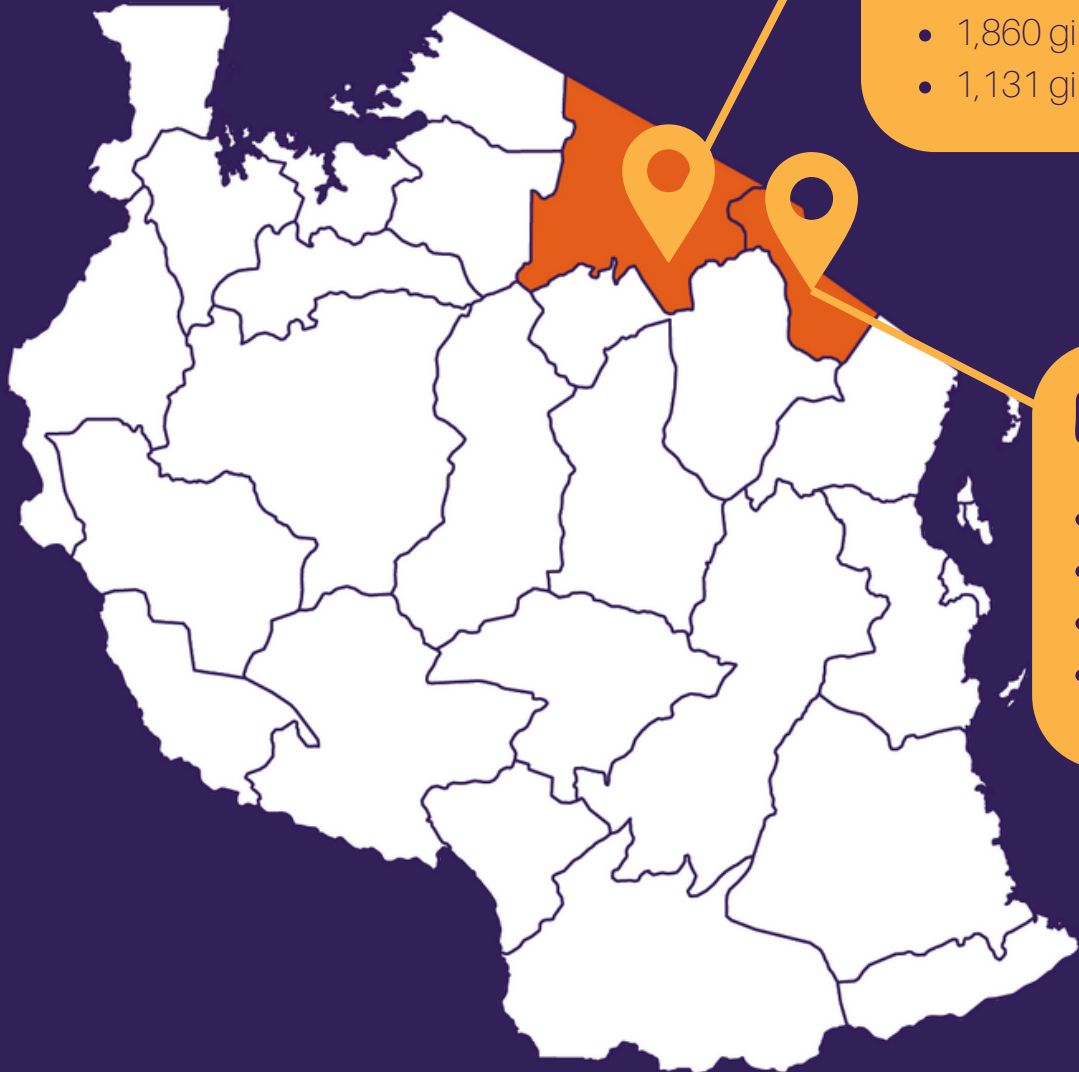
The Problem

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

14,900+

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.



Equality and Equity

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



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.



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



Teamwork

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



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 with a desire to 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, with 53 girls being awarded scholarships for further their studies funded by GLAMI. We also saw an increase in partnerships and engagement - 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. The most exciting of them all, GLAMI being named one of the two laureates of the 2022 UNESCO GWE Prize winners! <<**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 are expanding our programs in a new region and reaching more girls next 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 alumni 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 11th October 2022, UNESCO announced the 2022 UNESCO Prize for Girls' and Education Laureates. GLAMI was one of the two winners in recognition of our efforts in supporting Girls Education in Tanzania through Mentorship.

[UNESCO Press Release >>](#)



Mringa Toilet Inauguration

As we operate Kisa at Mringa Secondary School, our Kisa scholars brought a hygiene challenge of not having enough toilets to serve them, especially during their menses. GLAMI then funded and built a toilet block with 10 toilets and two changing rooms to support girls at Mringa Secondary with enough safe and clean toilets.

Scholarship Awards

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





Challenges

- The Tanzanian Census drastically changed the school calendar throughout the year and forced us to rush our programs scheduled activities so we could align with the government's needs and new school closure dates.
- Mentors Transition: Every two years, our program Mentors transition out of the program and a new group of Mentors comes in. This practice is designed to give these young women, who are straight from universities, opportunities to build career skills and have the professional development needed before moving on into the employment sector. Due to COVID, GLAMI's last group of Mentors stayed longer, which resulted in a more difficult transition experience for the Scholars when the new team of Mentors came in.
- Late funding commitments and donor-changing priorities, led to reduced financial support for the first three quarters of the year causing us to cancel some of the program activities or the implementation happening at a low extent.



Learnings

- Schools and government calendars will always be unpredictable and may disrupt our programs. This has led us to review mentorship curriculum content size and delivery methods to accommodate for unforeseeable disruptions whilst still ensuring quality impact of our programs.
- Partnerships are critical to advancing our reach and improving the quality of our programs. GLAMI has long been exploring how it can run its programs effectively, efficiently, and sustainably and there is no doubt that this can be achieved through building strong partnerships with local partners, external funding partners, and the government, to increase its reach and expand its resources.



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 that 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 Days Challenge (2DC)

A total of 41 Community projects were successfully created 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 Presentation (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 along with any actions they've taken to find a solution and how they are advocating for their communities.



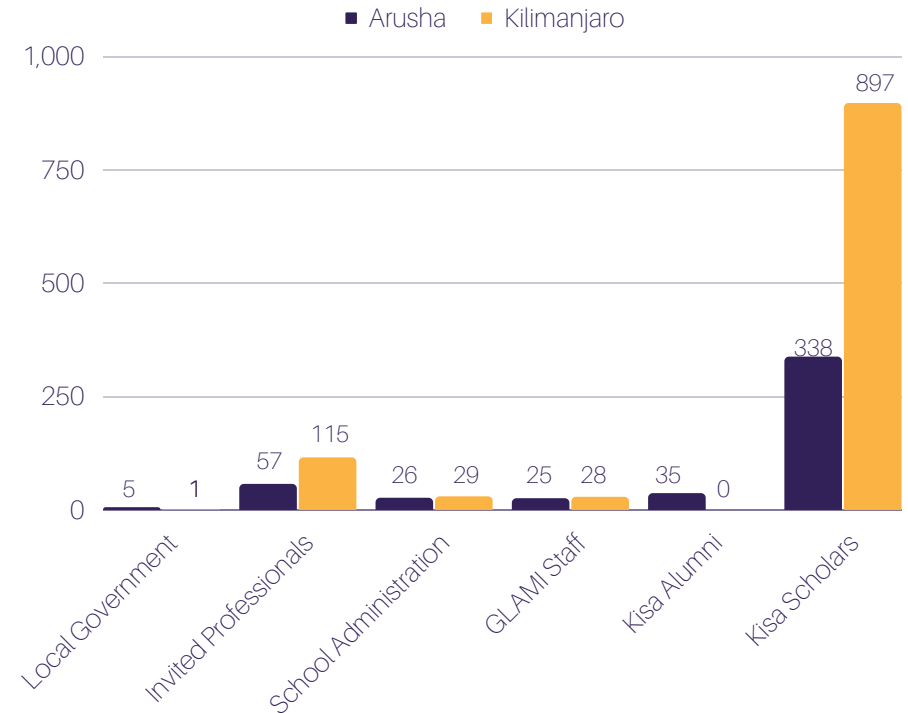
Career Day

Career Day is a chance for Kisa Year 2 Scholars to explore their career paths by showcasing exhibitions to invited professionals from various fields. Scholars also participate in group sessions with professionals respective 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 consequently affect their future.

Leading up to Career Day, the Scholars also attend **Career Sessions** once per quarter to build interest and more awareness of the career path they may want to pursue.

Participants



Job Readiness

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

The topics covered include job application processes, probation and confirmation period, and excelling in a job after confirmation. Apart from having an eternal facilitator, we also had a Kisa Alumni who went on to be a Kisa Mentor to facilitate the sessions.

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 Alumni 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. Alumni 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, and 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 has helped me better understand my career goals."
- Sakila, Binti Year 4 Scholar.

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

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 to our scholars.


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

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/guardians of GLAMI scholars to find out more about the organization, the programs, and the support needed at home to help their daughters 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 behaviors (entrepreneurship, budgeting, and savings)
- Building more confidence (participating in different activities)
- Making a 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 in case 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 community's 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 identifying 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.

Our New Strategic Plan

In 2022 our strategic plan was operationalized by breaking it down into strategy cascades. A support chain train throughout the entire organization was set up to make implementation easier and ensure we meet the strategic goals. This exercise was led by an expert consultant who facilitated the following:

- The cascading of the strategic plan into 5 departments and 18 different jobs
- The development and piloting of a performance management system
- Staff communication and training.

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

Plans for the coming year 2023

In 2023, the following areas of our 5-years strategic plan will be implemented:

- 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 the commitment of our current partners and stakeholders

Thank you

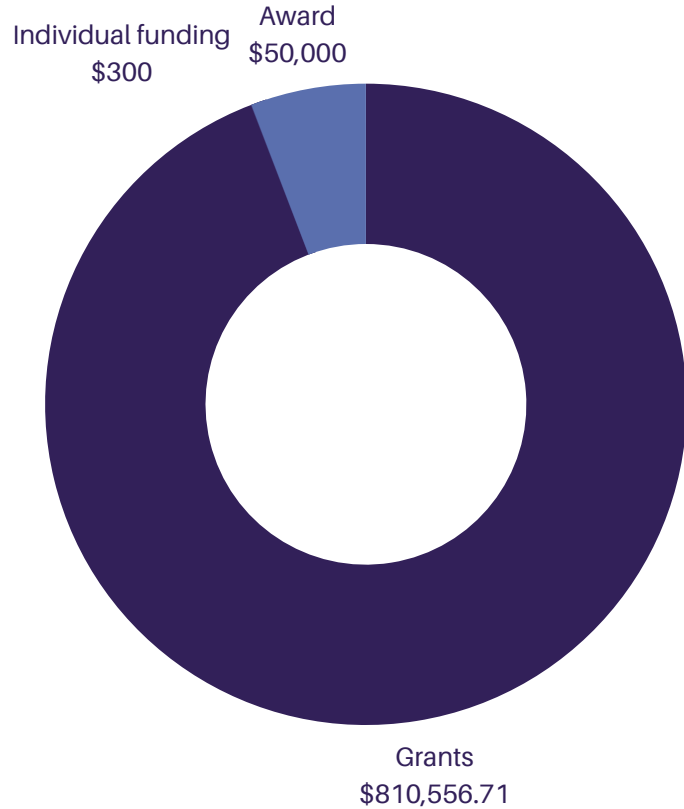
for helping Tanzanian girls reach their full potential!



OUR PARTNERS

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

Income

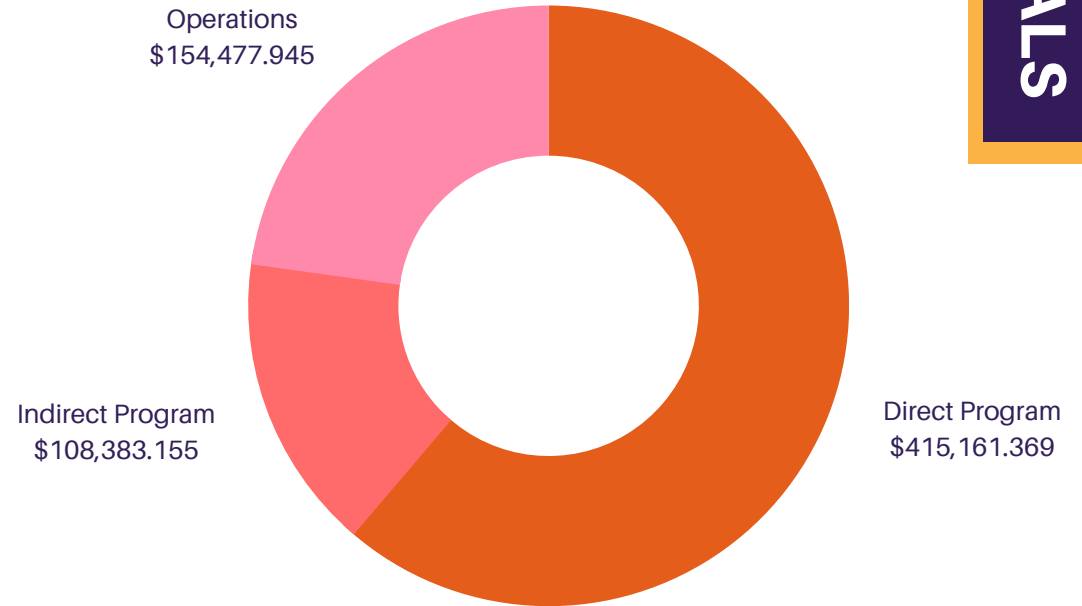


Total income

\$976,839.95

+10.6% from the Previous Year

Expenditure



Total Expenses

\$718,251.04



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

Namelok, a Binti Shupavu Scholar, would walk up to 20 kilometres per day to get to and from school. Sometimes, she was late to school and would be punished, causing her performance to drop. Namelok decided to talk to her mentor as the relationship between them had grown to become like sisters. When her mentor heard of this challenge, she really wanted to help Namelok.

“I would walk 10 kilometres from home to school and walk another 10 kilometres from school back to home. Every morning I would leave home around 4:30 am, be escorted by my uncle, and start our walk to school. I always left for school when it was dark and would get to school when the daylight just began.” recalls Namelok.

“In our village, we have a system that every child who attends schools that are far from home should be escorted by her dad or uncle for protection as it is not safe and anything can happen on the way. My dad is blind, so my uncle would make sure that I attend school every day with no excuse,” says Namelok.

Namelok would have to leave school early to start her journey back home and miss group discussions, studies, and other lessons that happened after. Her parents could not afford to pay for school hostel service and so after she shared this challenge with her Mentor, GLAMI's emergency fund was able to cover the school hostel costs for her.

Now Namelok is a Binti Shupavu graduate and successfully completed her secondary education with excellent exam results. She awaits to join further studies next year.



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