



# IMPACT REPORT



**Q1 2025**

JAN - MARCH

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.**



## 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, only 2/3 complete secondary education, and only 3% go to university.

## Our Mission

Supporting girls' education in Tanzania so they can transform their own lives and the futures of their communities. We accomplish this through our two extracurricular mentoring programs: Kisa Program and Binti Shupavu Program.

## 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 Programs

### Kisa Program

share · grow · lead

Our two-year leadership course prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Kisa means "story" in Swahili. Through the Kisa Project, young Tanzanian women are empowered to become the creative authors of their own future stories.

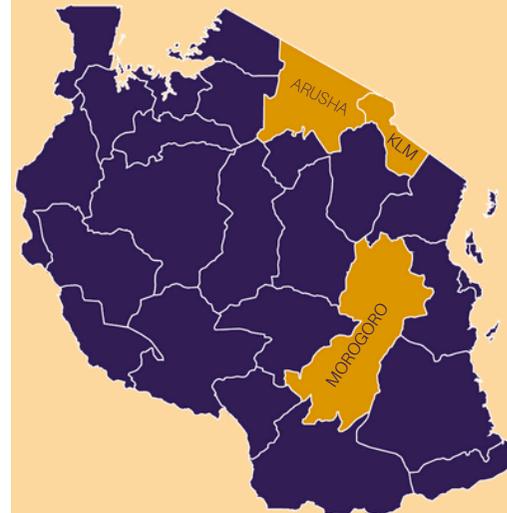
### Binti Shupavu

courageous daughters

Binti Shupavu is a four-year life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls. Binti Shupavu is a Swahili word for "Courageous Daughters"



## Where We Work



GLAMI works across three regions (Arusha, Kilimanjaro and Morogoro) in Tanzania, supporting more than 50 schools.

Our Offices are Located at:

- Arusha: AICC | Ngorongoro Building | Floor No 2
- Kilimanjaro: Majengo | Kilihub
- Morogoro: Pamba Street | Mbuyuni House

10,069 Scholars in the Program



## Our Impact

**22,200+**

Tanzanian girls have directly benefited from our programs.

**97%**

of Kisa Program graduates continue on to university.

**98%**

of Binti Program scholars graduate from Secondary school

**75%**

of our scholars hold a leadership role at school, work & or community.

**70%**

of Programs Mentors are Kisa alumni with 62% staff as alumni

**57**

Partner Schools with 7 schools overlapping with both programs

**GIRLS HAVE RIGHTS.  
GIRLS ARE CAPABLE.  
GIRLS CAN IGNITE  
CHANGE.**

## A Note from GLAMI

Dear Friends,

We are proud to share our Quarter One Report, which reflects the dedication, growth, and resilience of the girls we mentor — and the incredible support system that surrounds them.

In this report, you will see how our Kisa and Binti Shupavu programs continue to empower thousands of girls across Arusha, Kilimanjaro, and Morogoro. From delivering life-changing lessons and providing psychosocial support to reaching new communities, our work is made possible by the continued support from you — and everyone else who believes in our mission.

This quarter, we celebrated meaningful progress — including the recruitment of over 2,000 new scholars and the distribution of 100 bicycles to Binti Shupavu scholars in the Morogoro Region. We also witnessed scholars stepping into leadership roles, Kisa Scholars graduating from our two-year program, and strong engagement from parents and communities in supporting girls' education.

As you read through this report, we hope you are inspired by the determination of the girls we serve, the commitment of our mentors and staff, and the spirit of collaboration that drives every aspect of our work. Together, we are creating lasting impact

Thank you for being part of this journey.

GLAMI team

# Key Success



**"Ride to the Future" Bicycles Distribution**

- 1 In response to last year's "Ride to the Future" bicycle fundraising campaign —launched to address the long and challenging journeys Binti scholars in Morogoro face traveling to and from school— 100 bicycles were distributed to vulnerable scholars earlier this year, significantly improving their ability to attend school and program sessions regularly. This milestone was made possible through a valued partnership with ABC Impact, whose generous support played a key role, as well as through the contributions of individual donors who responded with compassion and commitment. We sincerely thank all our supporters for helping us move girls closer to education and opportunity.
- 2 A total of **2,071** new scholars were successfully recruited into the Binti Shupavu program for the 2025-2028 cohort, marking a significant milestone in the program's expansion.
- 3 A total of **581** scholars assumed leadership positions within their schools. Of these, 276 (47.5%) were from the Kisa Program, and 305 (52.5%) were from Binti Shupavu. This achievement highlights the success of GLAMI's efforts to build leadership, confidence and skills among adolescent girls.
- 4 **51 community challenges** solved by Kisa Scholars through 2 Days challenge projects
- 5 Parents who were selected as champions to raise awareness and promote understanding of values and life skills among other parents and community members did well, reaching **778 primary students and 20 parents**. This highlights the potential of partnering with local communities to implement activities in areas that are not easily accessible.



**Kisa Graduations**

- 6 A total of **1,227** Kisa Year 2 scholars graduated from the program, reflecting strong scholar retention and consistent program completion rates.
- 7 We were delighted to host several partners — **Imagodei, Curt Harris Group, and Jill and David** — who had the opportunity to meet our scholars and observe GLAMI mentoring sessions firsthand. These visits allowed partners to connect with GLAMI staff, scholars, and other stakeholders who support our mission and vision. It also gave them a chance to witness our impact in action. As much as we love visitors, our scholars love them too — they feel inspired, valued, and encouraged by their presence.



**Donors/Partners Visit**





### Career Sessions

Our Kisa Scholars participated in career sessions where they gained skills to help them make informed decisions about their future paths. Kisa Year 1 Scholars learned how to explore different careers and evaluate their passions and interests. Kisa Year 2 Scholars, who are completing their upper secondary education, received guidance on university applications, campus life, and how to apply for university loans and financial support.



### Kisa Health Sessions

Kisa Year 1 Scholars learned about STIs and STDs to help them understand these sexually transmitted infections, how to prevent them, and the potential impact on their health—especially as school-going students. Kisa Year 2 Scholars focused on mental health and illness, gaining knowledge to support their emotional well-being, which is essential for achieving their goals. These health topics are among the most frequently requested by our scholars during health sessions.



### Binti Career Guidance

More than 5,000 Binti Scholars in Years 2, 3, and 4 attended career guidance sessions that helped them make informed decisions about their futures. Year 2 scholars explored Career Research and Planning, Year 3 scholars refined their career choices using the RIASEC tool, and Year 4 scholars strengthened their ability to align personal interests with suitable career paths.



### 2 Days Challenge Projects

Kisa Year Two Scholars practiced socially responsible leadership by implementing 51 projects in their communities. They identified local challenges, solutions, and took action to address them. The projects fell into various categories, including construction and renovation, skills training and awareness, environmental cleanliness, and vegetable planting.



### Psychosocial Support and Group Counselling

A total of 415 program scholars received psychosocial support from GLAMI Social Workers. This support ranged from one-on-one counseling sessions to regular check-ins, helping scholars overcome challenges, build emotional strength and confidence, and stay focused on their studies. Additionally, 123 scholars participated in group counseling sessions, where common challenges such as behavioral issues were addressed collectively.



### Emergency Fund

During one-on-one counseling sessions, social workers identified scholars in need of emergency support. This included school lunch, scholastic materials such as exercise books and uniforms, sanitary towels, bathing soap, and school or hostel fees. A total of 579 scholars received emergency fund support. This support has also fostered collaboration, with school administrations and some parents stepping in to either fully support or contribute collectively to the needs of these scholars.



### School Seminars

We conducted a school seminar at one of our partner schools, reaching 390 scholars. The session focused on preparing these scholars (Form 6) for university life, including how to adapt their behavior, cope with new environments, and improve their communication skills—responding to feedback received about alumni communication challenges.



### Home Visits

A total of 16 home visits were conducted to support scholars facing challenges that required home-visit intervention. These visits were essential in verifying issues such as pregnancy and truancy, enabling social workers to provide appropriate support based on real-life situations.



### Bonding Sessions

Since scholars had just returned from the December holiday, we conducted bonding sessions filled with games and activities. These sessions provided a safe space for scholars to openly share their holiday experiences and any challenges they faced at home, allowing for early support. This helped address their issues promptly, enabling them to focus on school and their goals. We also closely followed up with scholars who had not yet returned to school to understand their situations and offer the necessary support.



### Alumni Scholarship

Two Binti Shupavu alumni and four Kisa alumni—making a total of six program alumni—received scholarships to support their advanced-level or university studies. These scholarships have enabled them to continue their education and overcome the challenges that previously hindered their academic progress.



### Alumni Assessment and Support

Six Binti Program alumni received support from our social workers as they faced various challenges and did seek guidance and counseling. The social workers provided the necessary assistance, enabling the alumni to continue with their advanced level education.



### Kisa University Clubs (KUC) Activities

Kisa University Club (KUC) members have given back to their communities through education and skills training initiatives in Zanzibar and Kilimanjaro, as well as through cleaning and tree-planting activities in Morogoro and Arusha. Additionally, KUC members from the Dar es Salaam zone attended a training aimed at empowering them both socially and economically.



### Teacher Mentors Training

Fourteen teacher mentors from seven controlled schools in Morogoro attended a mentorship training conducted by some of the GLAMI team. The training aimed to strengthen their capacity to deliver the Binti Shupavu curriculum for Years One and Two. Participants explored the curriculum units in depth, reviewed the Career Guidance modules, and engaged in practical sessions to enhance delivery and learner engagement.



### Liaisons Meeting

Fifty-five liaisons from 45 partner schools—appointed teachers who serve as a bridge between GLAMI and the partner schools—participated in the Liaison Meeting. The meeting provided an important space for discussions on GLAMI’s core programs, the roles of school liaisons, and how each stakeholder contributes to achieving shared goals. It also gathered their input on implementing various activities, including strategies for involving boys.



### Monthly Messages to Binti Shupavu parents

Monthly messages were sent to 4,416 Binti Shupavu parents: 1,942 from Kilimanjaro, 1,670 from Arusha, and 804 from Morogoro. This regular communication has strengthened relationships between mentors and parents, fostering greater collaboration in addressing scholar-related challenges and promoting school retention.



### Partner School Staff Meetings

A total of 253 teachers from our partner schools attended staff meetings where they learned about GLAMI, our Programs, achievements and challenges so far. Many expressed their commitment to supporting our program activities in schools. These meetings help strengthen collaboration in supporting program scholars to achieve their goals.



### Parents Engagement Meetings (PEM)

A total of 1,561 Binti Shupavu parents attended the annual Parents Engagement Meetings (PEM). These meetings provided an effective platform for open dialogue between parents and GLAMI. This year, the focus shifted to mental health and career guidance, helping parents recognize signs of unusual behavior in their children and encouraging them to seek professional support when needed.



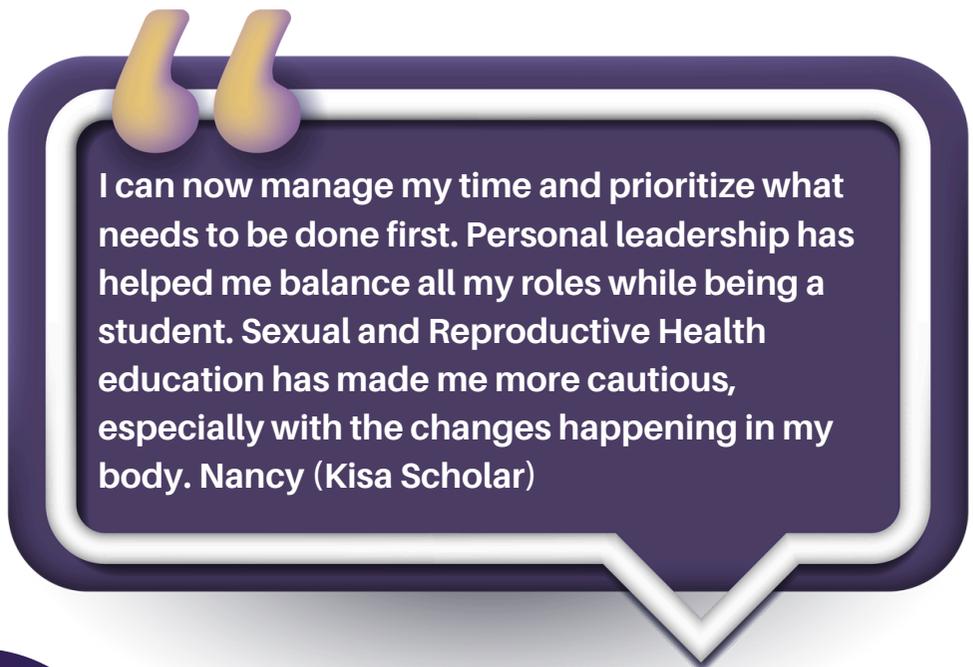
### Community Meetings Attendance

Our Program Social Worker and Public Relations Officer attended a community meeting in Ilikidinga Ward, Arusha, with 187 community members, including six Binti Shupavu parents. During the meeting, they spoke about building parental care skills and raising awareness of the importance of girls' education. This activity helps strengthen community collaboration to ensure girls receive equal support as boys and increases overall awareness of girls' education.



### International Days Celebration

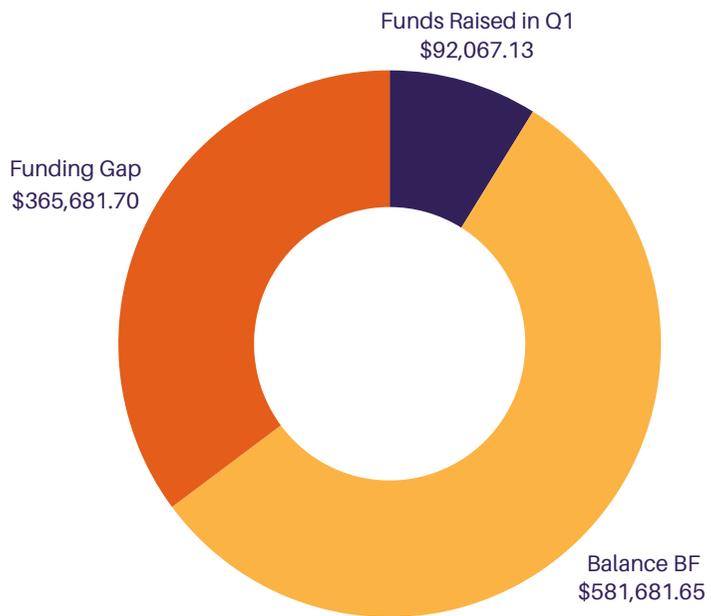
We celebrated the International Mentoring Day, International Education Day, and International Women's Day. On Mentoring Day, we shared videos highlighting the significance of mentorship. For Women's Day, we celebrated our incredible team—97% of whom are women. On Education Day, we raised awareness about the importance of education and explored the role of artificial intelligence in enhancing learning.



I can now manage my time and prioritize what needs to be done first. Personal leadership has helped me balance all my roles while being a student. Sexual and Reproductive Health education has made me more cautious, especially with the changes happening in my body. Nancy (Kisa Scholar)

Income Statement as at 30th March 2025.

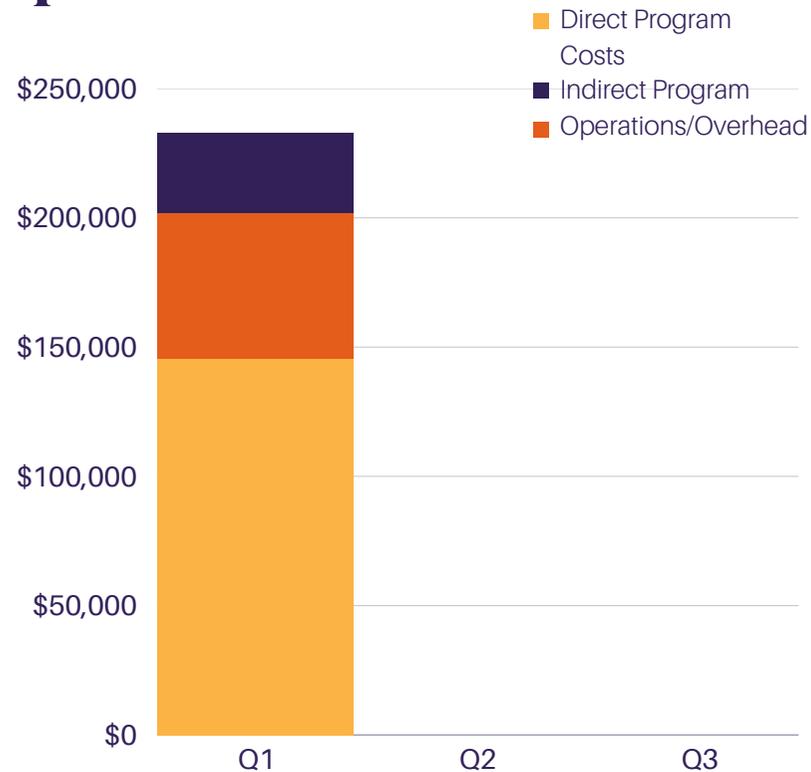
## Income



**2025 Budget**

**\$1,040,760.48**

## Expenditure



**Total Expenses**

**\$232,882**

# Our Partners

We appreciate all our partners, donors, and collaborators who continually support our vision of advancing girls' education in Tanzania. Thank you!



L'ORÉAL  
FUND FOR WOMEN



She's the *first*

Australian  
Volunteers

Australian  
Aid 

SENSE FOUNDATION BRUSSELS



## Impact Story

One dedicated school liaison, Ms. Judith Chalani, demonstrated remarkable empathy and collaboration in support of Binti Shupavu scholars. While working closely with the students, she identified several girls at risk of dropping out due to challenging home circumstances, including long walking distances to school and a lack of parental support for their education.

GLAMI had committed to supporting some of these scholars with hostel accommodation. However, due to temporary delays in processing payments—caused by ongoing efforts to expand support through the Bicycle Campaign—arrangements for their stay were postponed.

Recognizing the urgency of the situation, Ms. Judith approached fellow teachers, requesting permission for the affected scholars to move into the hostel immediately. She offered to personally contribute food while awaiting the official payment. Her dedication moved her colleagues, who agreed to support her initiative.

As a result, the scholars were able to move into the hostel, receive proper meals, and regain focus on their studies. GLAMI finalized the hostel payments soon after, ensuring continued support. Without Ms. Judith's timely intervention, these scholars may have dropped out of school.

This example highlights the profound impact of empathy and teamwork. Ms. Judith's proactive approach not only kept girls in school but also strengthened the spirit of collaboration among teachers, the school, and GLAMI. Her actions embody the values at the heart of our mission: that no girl should be left behind due to preventable challenges.

## Request for Support

### 2. Provision of a 4x4 Vehicle

To effectively reach rural areas in the regions we serve, we need a reliable 4x4 vehicle. Many of these communities are accessible only via rough, unpaved roads, making transportation challenging and costly. Currently, outsourcing transport services significantly increases our operational expenses. Having our own vehicle will reduce costs, ensure timely program delivery, and allow us to reach more girls in even the most remote areas.

## Challenges and Learnings

- For scholars who did not pass the Form Two national exams, there has been noticeably low parental commitment to supporting their return to school. Many parents cited their daughters' age, believing they were too old to repeat. In response, parents were sensitized on the importance of supporting their daughters to complete secondary education, and GLAMI will maintain close follow-up on all referred scholars.
- In Morogoro, more scholars are expressing critical needs than available resources can support. Currently, the most urgent needs are being prioritized, and GLAMI is exploring the provision of reusable sanitary towels as a sustainable solution to reduce ongoing demand. These needs fall under emergency fund support managed by GLAMI social workers, and typically include school lunch fees, hostel fees, and access to sanitary towels.
- With growing emphasis and demand from teachers in Kilimanjaro to involve boys—who are currently seen as more vulnerable—there is also an urgent need to scale to regions where large numbers of girls face community challenges that hinder their access to education.
- There has been a notable increase in the number of scholars requiring emergency support and psychosocial services, exceeding the available resources. The demand for financial assistance, school materials, and counseling has grown significantly. In response, there is a need to expand the program budget and redirect future local fundraising efforts toward in-kind donations and scholastic materials.

### 1. Support the MEL Department;

GLAMI is committed to strengthening how we track our programs, measure impact, and use data to drive change. To do this, we need support to enhance our Salesforce system by customizing it to fit our unique needs. This upgrade will allow us to better monitor progress toward our 2022-2026 Strategic Plan, ensure accurate reporting, and ultimately improve the way we serve girls across Tanzania. Your support will help us turn data into action and impact.





## Get in touch

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