



2023 ANNUAL REPORT

MENTOR GIRLS • DEVELOP LEADERS • TRANSFORM COMMUNITIES

TABLE OF CONTENTS

- Organization Overview** **1**
- Our Core Values** **2**
- Where We Work** **2**
- Key Milestones and Impact** **3**
- A Note from our Executive Director** **4**
- Yearly Summary** **5**
- Key Successes** **5**
- Key Successes** **6**
- Kisa Program Updates** **7**
- Kisa Program Updates** **8**
- Kisa Alumni Updates** **9**
- Binti Program Updates** **10**
- Binti Program Updates** **11**
- Binti Shupavu Alumni Updates** **12**
- Challenges and Learnings** **13**
- The Next Coming Years** **14**
- Impact Story** **15**
- Our Partners** **16**
- Finances** **17**
- Our Contacts** **18**

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.

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.

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 become socially responsible leaders.

Binti Shupavu Program

courageous daughters

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



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.

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

Where We Work

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



Arusha

- 19 schools
- Office : AICC | Ngorongoro | Floor No2
- 836 girls in Kisa Program
- 2130 girls in Binti Shupavu

Kilimanjaro

- 22 schools
- Office: Majengo | KiliHub
- 1962 girls in Kisa Program
- 3030 girls in Binti Shupavu

Morogoro

- 9 schools
- Office: Pamba Street| Mbuyuni House
- 853 girls in Binti Shupavu

KEY MILESTONES AND IMPACT

19,800+

Tanzanian girls have directly benefited from our programs.

8,696

Scholars enrolled in our Programs, where 5,898 are Binti Shupavu scholars and 2,798 are Kisa Scholars.

82%

of Binti Program Scholars passed their final exams.

18,000

messages sent to Binti Shupavu parents in 2023 to remind them of their responsibilities and support in girls education.

11,145

Program alumni since 2010 to then. In 2023 there was 1,316 Kisa Program graduates and 1,126 Binti Program graduates, making a total of 2,446 graduates for the year 2023.

70%

of Program Mentors are Kisa Alumni with 62% staff as Alumni.

50

Partner Schools in Tanzania, with 7 schools overlapping with the Kisa and Binti Program .

75%

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

46

Community Projects conducted by Kisa Scholars in 2023.

100%

of Kisa Scholars passed their final secondary education exams and qualified to join colleges and universities.



A note from our Executive Director

Dear GLAMI Family, Friends, and Esteem Partners,

It's an honor to have you on the journey of enhancing our organization's mission in Tanzania. We are continuing to implement our 2022-2026 Strategic Plan, with a target of reaching more than 20,000 secondary girls by 2026 through our two flagship mentorship programs (Kisa and Binti Shupavu). In 2023, GLAMI focused on empowering our program scholars and alumnae to elevate and champion girls' education by incorporating girls' voices and utilizing the intersectional and multisectoral collaborative stakeholders, i.e., Girls, Heads of Schools, Government, other non-profit organizations, local community members, development partners, education networks, funders, and donors.

Achieving this year's milestones, including mentoring 8969 scholars in three regions (Arusha, Kilimanjaro, and Morogoro—the newest expansion, adding 9 new partner schools and 853 new Binti Shupavu Scholars), providing scholarships for 33 alumni, enabling them to pursue higher education opportunities, commencing the RCT Study to gather data for scientific evidence on the impact of our mentorship program, and creating and strengthening with 8 new partnerships, and many other. This is a collective effort of the dedicated and passionate team on the ground and our partners.

We at GLAMI believe in three core beliefs: Girls have Rights, Girls are Capable, and Girls Can Ignite Change. To bring this transformation to the girls' education ecosystem, we still need your support by dedicating your time, effort, skills, resources, and funds to help girls stay in school, complete their education, and become resilient, confident, and better future leaders.

Karibu, please celebrate with us as you flip to the next page of this report. Asante sana, for reading our 2023 Annual Report.

Anande Nnko
GLAMI - Executive Director



KEY SUCCESSES

Morogoro Expansion

In early January, we expanded our Binti Shupavu Program to the Morogoro Region, adding 9 new partner schools and a total of 853 new Binti Shupavu Scholars. This expansion will also support the Binti Shupavu Randomized Controlled Trial (RCT) study in partnership with Amplify Girls, to understand the connection between girls agency and Education outcomes and the contribution of our programs in building agency.



Staff Trainings

Given that we mentor approximately 8,000 secondary school girls, we have a large team dedicated to ensuring our program scholars are well-equipped with the skills necessary to support their goals. To ensure the smooth execution of our activities, we conducted 5 staff trainings on topics as Mentorship, Learner Centered Approach, Emotional Intelligence, Leadership including Teamwork and sexual reproductive health respectively to our staff members, enabling them to professionally fulfill their roles.

Program Alumni Scholarship Awards

A total of 33 alumni from our programs received scholarship support to further their studies. Among them, 22 were Binti Shupavu alumni, and 11 were Kisa alumni. 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, pursuing their dreams and becoming responsible leaders in their communities.



Increased Partnerships

One of our objectives outlined in our 2022 - 2026 strategic plan is to strengthen partnerships. We were able to increase collaborations by adding 8 new partners in our organization. These partnerships have greatly aided us in navigating our programs effectively and have proven to be key in addressing many of our challenges.

KEY SUCCESSES

Community Engagement

We conducted community engagement activities to ensure that our community is also involved in positively transforming the lives of girls and is supportive of our vision. These activities included Parent Engagement Meetings, Stakeholder Meetings, sending monthly messages to program scholars parents, and the attendance of various stakeholders in our program activities such as program sessions. These community engagement activities served as an area for sharing challenges arising in our programs and coming up with combined and collaborative solutions.



Mangi Marialle Toilet Inauguration

Our Binti Scholars from Mangi Marealle Secondary School, one of our partner schools in Kilimanjaro, brought to light a hygiene challenge regarding inadequate toilet facilities. The existing building was deteriorating and unable to meet their hygiene needs, especially during menstruation. We stepped in by constructing a new toilet block, featuring 6 toilet rooms, 1 changing room, an incinerator, a 3000L water tank, and 1 toilet room designed for girls with special needs, aiming to provide better support for the girls at Mangi Marealle.

Program Scholars Psychosocial Support

Having a team of social workers has enabled us to address crucial challenges faced by girls in our programs. Social workers have worked closely with our program scholars to ensure that they are mentally and physically fit by providing psychosocial support, conducting home visits, and providing materials support such as Sanitary towels, Hostel and School fees, Scholastic materials and School lunch. The combined efforts of our social workers and mentors have significantly contributed to reducing dropout rates in our programs and ensuring that our scholars reach their full potential. A total of 1,460 Program Scholars were supported by our Social Workers in 2023.

KISA PROGRAM UPDATES

“I was not fully confident but after the Career Day, it made me fully confident, I can now present in the crowd of different people without any fear”. Joan, Langasani Secondary School



Kisa Scholars in one of Health sessions facilitated by a health expert

Health Sessions

Three Health sessions were conducted with 99% of Kisa Program Scholars in attendance

Health sessions support our Scholars in making informed decisions about their health and well-being and raise awareness of various health issues. These sessions are facilitated by health professionals and the topics for discussion are selected by our scholars. They are held quarterly, totaling four sessions per year.

[Click Here to Read a Blog on Health Sessions](#)



Kisa scholars working on a 2DC project, where they were they cementing an area in preparation for installing a water tap.

2 Day Challenge (2DC)

46 Community Projects were successful executed by 1,129 Kisa Program Scholars from all our Partner Schools.

The Kisa Program aims to empower girls to ignite change and make a social impact in their communities. Prior to graduating from the two-year program, in the final year, Kisa Scholars undertake a 2-day Challenge Project aimed at addressing community challenges and put into practice the Leadership skills obtained from the Kisa Program as socially responsible leaders.

Career Sessions

Every quarter, Kisa Scholars engage in career sessions to explore and deepen their awareness of potential career paths. These sessions also assist final-year scholars in navigating university applications, accessing government loans, exploring available courses, and discovering other university opportunities. Career sessions serve as a stepping stone toward Career Day.

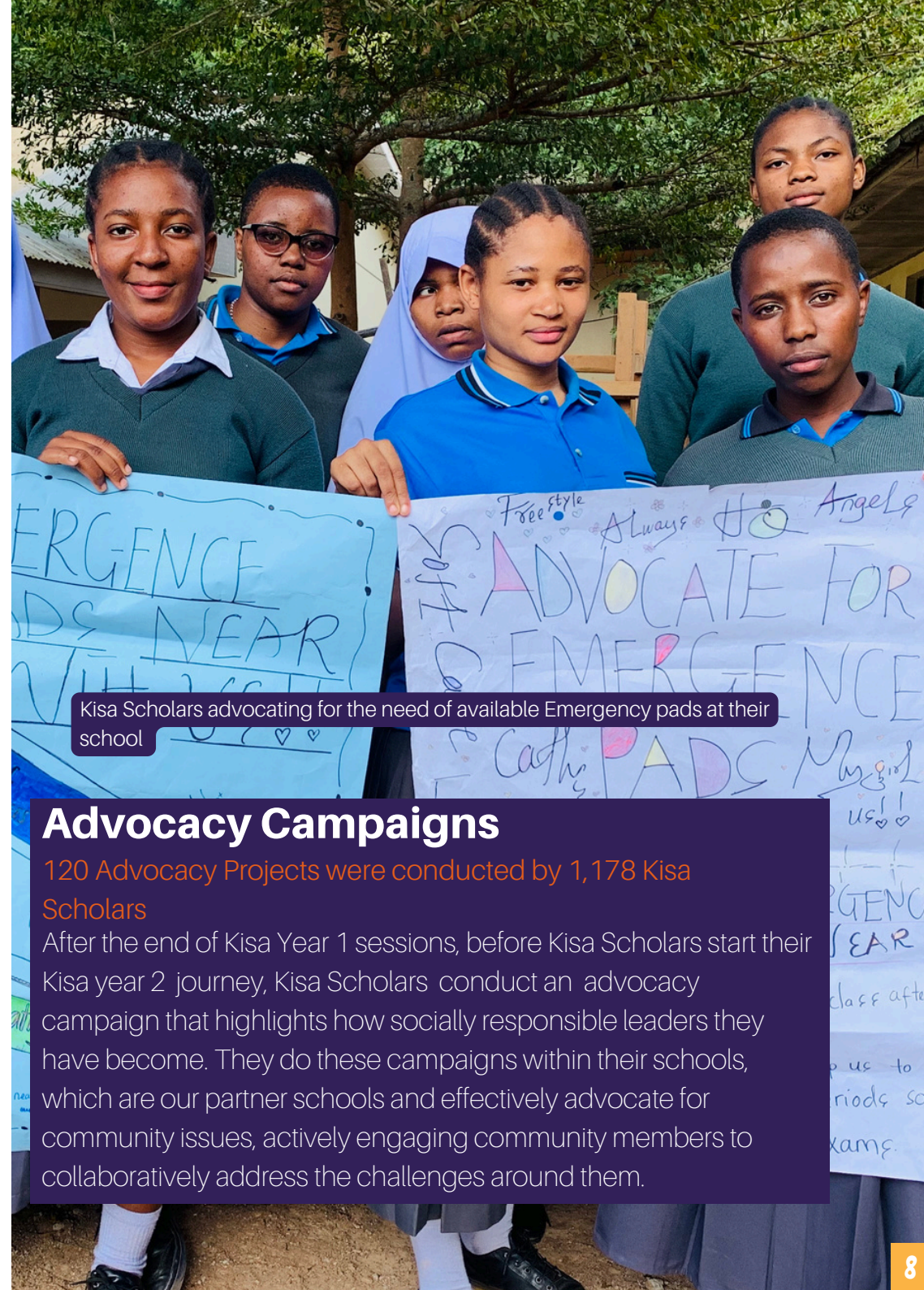
Career Day

1,174 Kisa Scholars and 187 invited professionals, along with staff, a select few Kisa alumni, some parents, teachers, and government officials, attended Career Day.

Career Day, conducted annually, provides our Kisa Year 2 Scholars with the opportunity to explore and learn about their career paths by showcasing career exhibitions to invited professionals from various fields and also participate in groups sessions tailored to their respective career interests, gaining insights into specific professions and the pathways to enter those fields. Throughout the day, scholars enhance their presentation, creativity, and research skills.



Kisa Scholars who aspires to be Land surveyors presenting their exhibition on career day



Kisa Scholars advocating for the need of available Emergency pads at their school

Advocacy Campaigns

120 Advocacy Projects were conducted by 1,178 Kisa Scholars

After the end of Kisa Year 1 sessions, before Kisa Scholars start their Kisa year 2 journey, Kisa Scholars conduct an advocacy campaign that highlights how socially responsible leaders they have become. They do these campaigns within their schools, which are our partner schools and effectively advocate for community issues, actively engaging community members to collaboratively address the challenges around them.

Job Readiness

48 Kisa Alumni attended the Jobreadiness training where they covered topics on CV/Resume and Cover letter writing, Interview preparations skills, 21st Century Skills at Workplace and Entrepreneurship and Business Management.

Job Readiness equips recent university graduate who are Kisa Alumni with skills to effectively utilize the opportunities available to them based on their qualifications. In December, Job Readiness was conducted in two phases: online and offline training, aiming to reach a diverse group of alumni. The training prepares alumni for employment and self-employment, with a focus on developing skills necessary for job searching and retention. Out of 48 alumni who attended the training, 5 joined our program team.

I see myself as a transformed woman, confident to pursue 21st-century jobs. This training taught me things I never knew before and makes me feel more self-assured about job searching and application without any fear. Janeth, Kisa Alumni

Kisa Alumni Network (KAN)

104 Kisa Alumni attended the annual KAN event conducted in Dodoma and Dar es Salaam. Topics covered included entrepreneurship, focusing on small business management, financial management, risk management, balancing studies while running a business, and healthy and unhealthy relationships.

Through KAN gatherings, Kisa alumni who are university students have the opportunity to explore topics of interest, connect with other Kisa alumni from different universities, and showcase their small businesses as aspiring entrepreneurs. This event serves as a sisterhood or support system for Kisa Alumni, introducing scholars to Kisa University clubs and encouraging collaboration to make meaningful changes in their communities.



“Through Binti lessons I was able to make my own six reusable pads and taught my sister who is in form two to make hers too. I teach my sister every lesson I learn from Binti Shupavu and we practice together”. Irene, Bwakirachini Secondary School

Career Guidance

All our Binti Scholars attended Career guidance sessions in our Binti Partner schools.

The Career Guidance sessions are designed to assist Binti scholars in making informed decisions about their careers. They help scholars understand which subjects to study to pursue their desired profession, learn about Educational pathways, other educational opportunities after completing their secondary school and inspire them about the significance of education in advancing their careers. These sessions address questions our Binti Scholars have about their career journeys.

Gender Based Violence (GBV) and Violence Against Children (VAC)

We conducted 2 sessions on Gender-Based Violence (GBV) and Violence Against Children (VAC) to all our Binti Program Scholars across 31 Partner Schools in the respective regions where we operate.

These sessions, led by our Social Workers and Mentors, aim to raise awareness about violence and abuse among our Binti Scholars. Scholars learn about different types of abuse to help them recognize it, understand where to report incidents, and seek support if they experience abuse.



Invited Career Expert presenting about job opportunities in relation to school combinations/subjects and academic performance to Binti Scholars



Social Worker presenting about GBV and VAC to Binti Scholars



Parents Engagement Meetings

2,238 parents attended the parents engagement meetings across all our partner schools.

Parents Engagement Meetings (PEM) serves as an opportunity for Binti Shupavu parents or guardians to learn about our programs but also see how we can collaboratively support girls Education and rights. In 2023, the PEM provided the opportunity for parents to learn about child rights, child upbringing, and menstrual hygiene management. These meetings aim to serve as supportive mechanisms for girls in achieving their goals.

Partner Schools Staff Meetings

Approximately 700 teachers attended the Partner School Staff Meeting at our Binti Schools from all three regions that we operate.

These meetings offer a comprehensive overview of our programs to all teachers in our partner schools and aim to discover more effective ways to collaborate in transforming girls' education in Tanzania through our programs.

We shared our accomplishments, challenges, and introduced teachers to our 5-year strategic plan. These meetings have been instrumental in addressing challenges encountered during our sessions with program scholars by fostering collaboration with teachers to find genuine solutions like trainings.

Liaisons Meeting

57 liaisons, serving as a bridge between us and our partner schools, were able to attend these meetings.

These meetings occur semi-annually to strengthen partnership and cooperation in program delivery with our liaisons. During these sessions, liaisons receive updates on our Strategic Plan, the annual plan for 2023, as well as our achievements and challenges. We collectively discuss the challenges encountered during activity execution and collaborate to find solutions.

Opportunity Day

A total of 364 Binti Alumni attended this event which was held in one day

During Opportunity Day, Binti Shupavu alumni learn about various topics to help them transition smoothly from lower secondary school to higher secondary school or colleges. They are equipped with skills to pursue their goals, seize opportunities, and make healthy decisions.

Topics covered include Sexual and Reproductive Health and Rights, Entrepreneurship, and Career Guidance. GLAMI staff who attended also had the opportunity to reinforce the importance of resilience and confidence to the girls. They also reminded them about the availability of the GLAMI toll-free number for support.



Binti Scholars practicing the making of bracelets during opportunity day with the Facilitator

Health and Wealth Day

Health and Wealth Day was conducted in three days with a total of 39 Binti Shupavu Alumni in attendance

Health and Wealth Day event aims at improving the livelihoods of the Binti Alumni who were not able to proceed with the high school level of education or vocational training colleges by giving them a chance to learn about different opportunities on entrepreneurship and available chances of continuing with Education. During this event, Alumni are also reminded on different health issues.

This year, topics covered during the event includes : Employability skills and job creation skills, Career guidance, Entrepreneurship skills, Building networks for professional growth and Fostering personal development.



An health expert presenting during Health and Wealth Day



Challenges

- Cancellation of class sessions due to bad weather conditions, delayed programs plans and caused additional operational costs.
- Schools timetable constraints caused our mentoring sessions to lag behind and it has proved difficult to deliver our sessions as planned.
- GLAMI is aiming to focus more on learner centered classes which involves use of technology but we have a lack of technological equipment such as laptops and projectors and other resources to do this.
- Government-mandated new policy compliance requirements resulted in class restrictions while curricula content verification took place.
- In Morogoro, scholars encountered challenges due to traveling long distances between home and school, which hindered their participation in the program.



Learnings

- A reliable 4*4 7-seater vehicle is essential for safe travel to schools during adverse weather, ensuring Mentors reach the girls consistently.
- More engagement with our stakeholders to let them understand our year plan and how we could collaborate and work together. We conducted Head of Schools Meetings, sharing our yearly plan and exploring collaborative solutions for better coordination and session management. We also had time to review our mentorship curriculum content size and delivery methods to accommodate for unforeseeable disruptions whilst still ensuring quality impact 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.
- Regular review of curricula ensures we continue to meet government standards, and is important as it helps us to avoid issues such as cancellation of classes or other activities. When updating or making changes to our curricula, it is best practice to keep all government offices informed.
- Mentors and Social workers offered support to scholars emphasizing the importance of resilience to scholars while we are working on pursuing partnerships for fundraising and providing bicycles, aiming to improve scholars' access and engagement in the program.

THE NEXT COMING YEARS

In 2021, we conducted evaluations of our programs, leading to the development of a 5-year strategic plan aimed at reaching and empowering 20,000 Tanzanian girls by 2026. To ensure the empowerment of these 20,000 girls over the next 5 years, we annually outline plans to support and empower them as intended. Building on our achievements in 2023, our plans for 2024 include:

- **Teacher Mentor Pilot:** In 2023, we laid the groundwork for a "Teacher Mentor" trial in 2024. We introduced this new initiative to school heads and scholars to gather their insights. We identified schools for implementation, trained six liaison teachers from our partner schools in program delivery, mentorship, and learner-centered approaches to become "Teacher Mentors." We selected three schools to work with on this new initiative, and in 2024, we anticipate beginning the Teacher Mentor Trial approach in these partner schools.
- **Increase Community Engagement :** In 2024 we have plans to engaging more community members in our programs so they may also support in transforming girls lives in Tanzania. This includes conducting meetings with stakeholders to explore collaborative opportunities and ways to support girls in our programs. Additionally, we aim to engage boys in our program activities to cultivate a supportive environment for girls' education and empowerment.



Strategic Target - Girls Supported

10,713

20,000

53.5%

We have reached 53.5% of our strategic plan goal, where we are aiming to support 20,000 girls in our programs by 2026.

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



MEET ASHA

In early January this year, we expanded our Binti Program to the Morogoro region in Tanzania. Among the scholars who joined the program was Asha. However, after a while Asha had started losing interest in school, barely attending classes or Binti sessions. The school's academic master reported to her Mentor that Asha had written a letter to the head of the school, expressing her desire to drop out from school.

This news was deeply concerning, prompting her Mentor to make followup on the reasons behind Asha's decision. After gathering information from her friends and the school administration, it became apparent that Asha had a talent for hairdressing and believed that pursuing this profession would be more beneficial than continuing her education.

To address this situation, her mentor collaborated with the school's academic staff to arrange a one-on-one session with Asha. Thankfully, Asha agreed to attend the session during one of our Binti sessions. During the meeting, Asha confessed that she had lost interest in school and had challenges that made it hard for her to stay in school.

Her mentor counseled Asha on the importance of staying in school to nurture her talent as a hair stylist. Fortunately, Asha listened attentively and decided to remain enrolled. She also shared challenges that she was facing, including lack of sanitary pads and exercise books, and was promptly supported by our social workers.

Today, Asha continues her education, regularly attending Binti Shupavu sessions and continues to have one on one sessions with her mentor and social workers. She firmly believes that staying in school will help her achieve her aspirations.

Asha also credits Binti Shupavu for instilling resilience in her. Despite facing tempting and challenging situations, she remains steadfast and confident in herself, something that she never had before.

OUR PARTNERS

Thank you for helping Tanzanian girls reach their full potential!

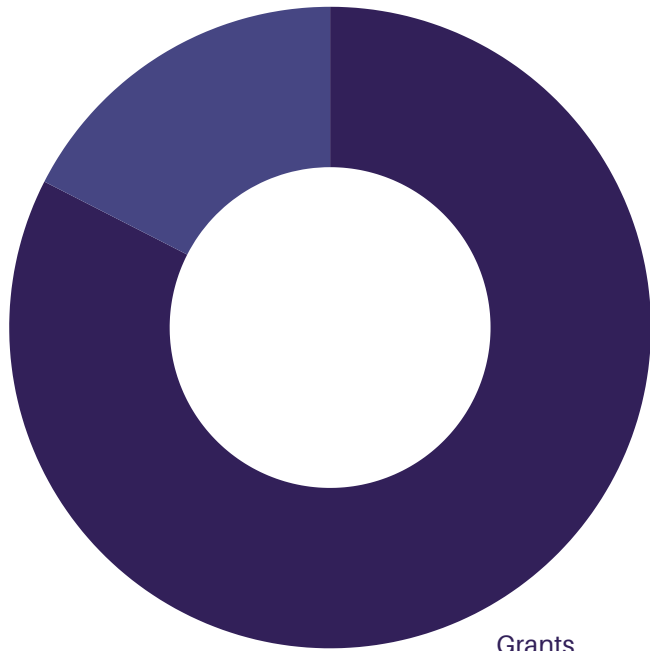


Income and expenditure statement for the year ended 31st December, 2023.

Income

Balance BF from the year 2022

\$165,000.00



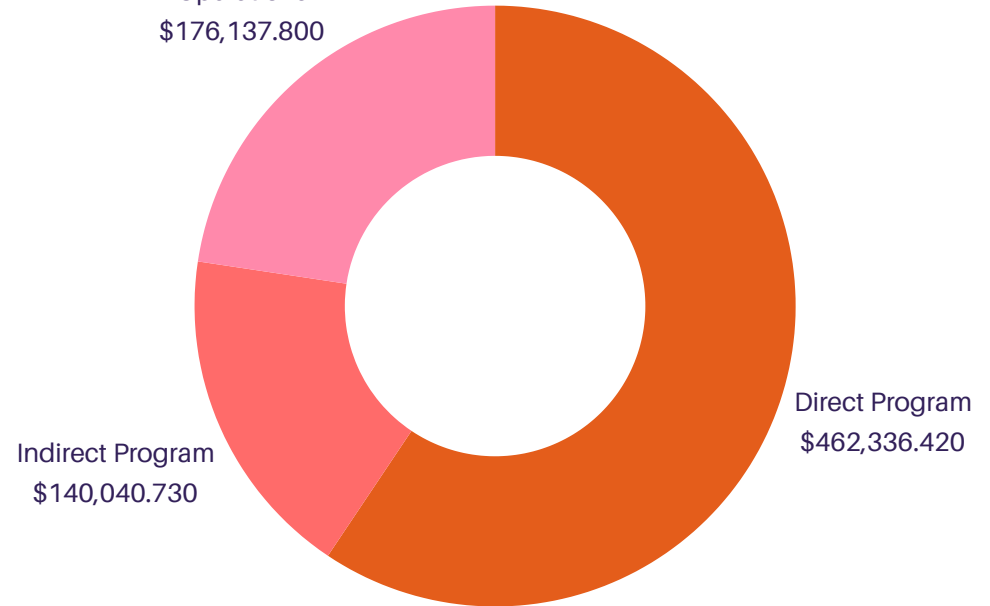
Grants
\$778,744.00

Total income

\$943,744

Expenditure

Operations
\$176,137.800



Direct Program
\$462,336.420

Indirect Program
\$140,040.730

Total Expenses

\$778,514.95



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