

2019 Annual Report

Mentor Girls. Develop Leaders. Transform Communities.



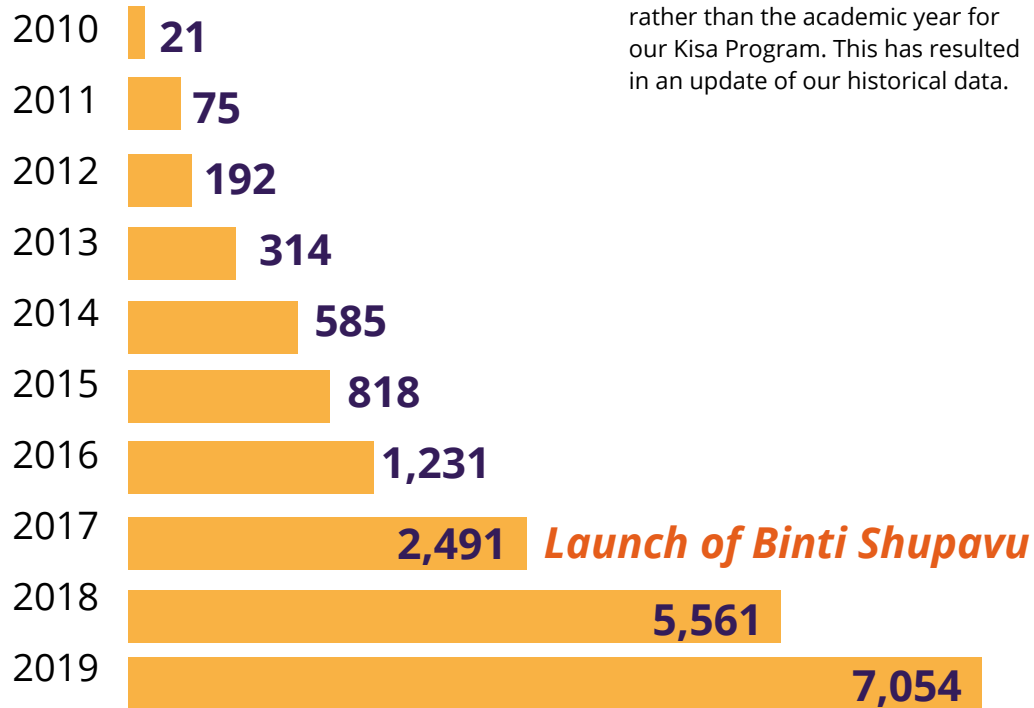
SHULE YA SEKONDARI NURU NURU SECONDARY SCHOOL



Growing Opportunities for Girls

At the heart of our work lies a bold vision: a future in which all girls can pursue the opportunities they choose, raise healthier families, and become leaders in their communities.

Number of Scholars*



"The task of a leader is to move her people forward from where they are - to uncover strengths they didn't know they had."

Siberaster Evaristo, Binti Shupavu Mentor



What is GLAMI?

As of the writing of this report, we are proud to share that AfricAid sister organization, AfricAid Tanzania, has renamed as GLAMI: the Girls Livelihood and Mentorship Initiative.

GLAMI is a locally-led, registered nonprofit in Tanzania with a Tanzanian Board of Directors. AfricAid remains a registered 501(c)(3) in the United States. Donations to AfricAid are tax-deductible to the extent of the law.

The biggest change is truly only in name: AfricAid and GLAMI remain close, committed partners and sister organizations, with AfricAid focusing on fundraising and GLAMI on program design and implementation. Your donations continue to support the same established, robust mentoring programs in Tanzania that they always have.

“I experienced tough times in my school life where my parents were not able to support me financially. My mom did not even want me to go to school at all since she did not understand the importance of sending girls to school. She believed only boys have the right to go to school and girls were supposed to stay home and do home chores and get married. It was not easy, but I am so thankful for the Kisa Project because it enlightened me to my potential and how I can apply my knowledge and skills to improve my future life.”

“Now my mom sees that I am at university, she has changed. She is proud of me and supports me more than she used to in the past. She is even cheering for my younger brother and sister to study hard and become like who I am now. I can sometimes send her some money to support family needs as well as school fees for my brother and sister. I am proud that I went through tough times in life so that I could learn to be the person I dreamed about.”



Lupakisyo Ferdnand Kabulunge
Kisa Alumna

Expanding Our Reach

Since launching Kisa Project in 2010, we are proud to have grown the number of Partner Schools in our network.

2010	2
2011	4
2012	9
2013	9
2014	12
2015	17
2016	18
2017	26
2018	42
2019	42

Empowering Future Leaders

Kisa Project is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive change in their communities. In 2019, AfricAid mentored 2,625 young women in the two-year Kisa Project. 700 of these Scholars graduated in mid-2019, at the end of their secondary education. Mentors supported Scholars to build confidence, explore their leadership potential, and create a positive impact in their communities.



2-Day Challenge

The Kisa capstone, the 2-Day Challenge, is designed to give Scholars a chance to demonstrate teamwork and leadership skills they have learned to address an issue that negatively impacts their community.

"Kisa girls have been a big help in our orphanage. They have visited countless times and done a lot, like starting a vegetable garden, cleaning the surroundings, giving menstrual hygiene education to the girls, and sometimes helping them with cleaning their clothes."

- Guardian from Samaritan Village Orphanage



Irkisongo Girls Secondary School

A Safer Passage

Kisa Scholars built new stairs to prevent accidents by students and other community members on what was previously a muddy slope. One student shared: "Since they have been built, I haven't heard of any accidents. It is easier to walk at night and when it is raining."



Arusha Secondary School

Building a Strong Foundation

"The floor was a mess. The students from this class used to call it a mining area and they felt very isolated. We know they will be so happy when they find the class reconstructed when they return to school and will be grateful to the Kisa Scholars for solving this challenge."



Igniting Change at the Market

Recycled Paper Becomes Cooking Fuel

"Today I have learnt how to make charcoal by recycling the papers, I used to see these from television and hear people talking about it but now I can do it for my family, thanks to the Kisa girls" - a woman from Kilombero market.



Kisa Spotlight: Meet Charity

Charity loves school and is known for being attentive, responsive, and inquisitive. But she didn't always feel confident using her voice.

"Before having Madame Aikande as my Kisa Mentor, I stayed with everything in my chest," explains Charity. "Now that I have a mentor, there are big changes. Changes like improvement in my confidence and self-expression. I have grown to be a resilient person and more solution oriented. There are many outstanding things I have learned through my participation in the Kisa Project: good decision making, win-win solutions, social entrepreneurship, budget making, leadership styles, being proactive, and confidence. I am working on implementing them all and seeing the positive differences they can make."

Through the Kisa Project, Charity had the opportunity to design and implement a project that would support her community. She also attended Career Day, a signature GLAMI event that features a day of motivational speeches by professional women, break-out sessions, awards, and socializing.

Charity started a wide range of entrepreneurial ventures to help pay for her school expenses, from making snacks, cultural bracelets, to rugs, sandals, and decorative doormats. She's even forayed into poultry farming – a business she's grown from five to 20 chickens!

Kisa Alumnae Network



Job Readiness Workshop

A four-day workshop was offered to former Kisa Scholars who recently graduated from university and are seeking careers.

"Job readiness training prepares Kisa graduates to face the job market. After all the instruction from Kisa, this is the final needed piece to equip the young women with professionalism. It will make them both exceptional candidates and exceptional workers when hired."

- Devotha Mlay
Managing Director of Programs, GLAMI

A Foundation for Success

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



We achieved three key outcomes:

Outcome 1: Binti Shupavu Alumnae are resilient and prepared for future challenges. Upon graduation from the program, Binti Alumnae are 28% more resilient according to a quantitative scale of resiliency than they were at the start.

Outcome 2: Binti Shupavu Scholars graduate from lower secondary school. 98% of Scholars graduated from lower secondary school, compared to a national graduation rate of about 69%.

Outcome 3: The parents and communities of Binti Shupavu Alumnae support girls to continue their education.

Teachers of Binti Scholars notice a change in girls' academic achievements and gain more respect for their capabilities.



“Teachers believe in us and Binti Shupavu because they have seen the changes in us, and they believe it’s Binti Shupavu that brought such changes.”

- Ruth, Binti Shupavu Scholar



Parent Engagement

Having a parent, guardian, or other supportive adult in a girl's corner can make the difference between completing her schooling or dropping out early. Parent engagement has always been a consideration of this program.

In 2019, the number of attendees at parent engagement meetings more than doubled to over 1,500 people.

"Parents used to tell girls what to do after they finished school. Instead, they should listen to their children about what they want to pursue in life. In Binti Shupavu, we are helping parents understand this."

**- Sophia Belela
Binti Shupavu Mentor**



"I believe that every single minute I spent during the Opportunity Day gave me an opportunity to seize my moment as a girl."

- Dorcas, Binti Shupavu Alumna



Opportunity Day

Hosting this event for the first time in 2019, we invited young women from Binti Shupavu's first class of graduates. Speakers and Scholars discussed a number of topics ranging from health to career opportunities, budgeting and saving, to entrepreneurship.

Soft Skills Lead to Hard Results


Monitoring, Evaluation, and Learning (MEL) is the process of tracking our Scholars and Alumnae as they learn with us and move on to the adult world, analyzing the data we gather, and using the results to learn and improve. Both the Kisa Project and Binti Shupavu are based on Theories of Change, and we engage in rigorous data collection and analysis to ensure that our theories hold up. From national exam data to Scholar and Parent surveys, we use a variety of measurement tools to gather data on our impact and ensure our programs are making a difference.

Measuring Our Effectiveness

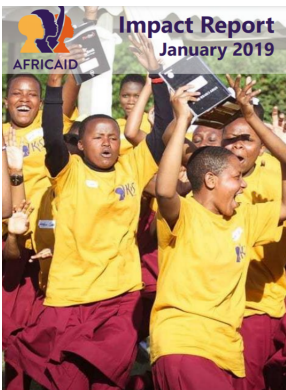
AfricAid and GLAMI are committed to monitoring the effectiveness of our robust mentoring programs. We are constantly learning from our data to improve and advance our programs.

Impact Reports



 **Our Impact:
Kisa Project**
2019

Kisa Scholars scored ten percent better on the final national exam than their peers nationwide.* They were eight percent more likely than other students to be in the top two "divisions" of scores, a status which gives these Scholars the opportunity to take their pick of top Tanzanian universities.



 **Impact Report**
January 2019

99 percent of Binti Shupavu Year 4 Scholars graduated from secondary school in 2018, at a rate nearly **30 percent higher than other girls nationwide.****

* National data from 2017. ** National data from 2016.



"We live as a family through this program."

- Kisa Alumna

 Read our Impact Reports online at
AfricAid.org/monitoring-evaluation-and-learning

Our Committed Partners

Every day, people like you help us create a future where girls are able to pursue opportunities they choose, raise healthier families, and become leaders in their communities.

Art & Soul Honoree: Ruth Krebs

Ruth Krebs was honored at the 2019 Art & Soul celebration in Denver. A long-term donor and former AfricAid Board Member, it was our distinct pleasure to celebrate her deep commitment to AfricAid and GLAMI.

"I truly believe that if we educate a girl, we improve her life, and the lives around her. The world deserves this. We are missing out on too much brain power that is needed to stop wars, famine, and deaths from preventable diseases. Girls and women can change the world if given a chance." - Ruth Krebs



Ruth Krebs (left) with Monica Swai, GLAMI Managing Director of Operations (right), at Art & Soul 2019

Kisa Scholar Sponsors

We are grateful to the many donors who have chosen to sponsor Kisa Scholars.

"Years ago, I visited Tanzania just as the Kisa Program started. I saw AfricAid's operation on the ground and visited several villages and schools and participated in Kisa events as they took place. Education truly is the answer. I am so proud to support this mentoring program that helps girls learn and grow in such important ways. As a Kisa Sponsor for several years, I've enjoyed getting to know my Scholars; it has been so meaningful to be part of their lives."

- Becky Griswold



Becky Griswold (right) with Esuphat (left), one of many Kisa Scholars she has sponsored over the years.

Learn how you can support Kisa Scholars at



AfricAid.org/sponsor-kisa-scholar

2019 Financials

U.S. Statement

Jan. 1 - Dec. 31, 2019 (Based on 2019 Audit)

Revenues and Support	Total
Grants	\$571,235
Individual & Corporate	\$207,302
Special Events (net)	\$101,253
In-Kind Contributions	\$3,189
Other	\$208
Total Revenue	\$883,187

Expenses	Total
Program Services	\$600,864
Management & General	\$124,316
Fundraising	\$89,303
Total Expenses	\$814,483

Change in Net Assets **\$68,704**

Assets	Total
Cash & Cash Equivalents	\$415,895
Other Assets	\$154,400
Total Assets	\$570,295

Liabilities & Net Assets	Total
Liabilities	\$24,725
Net Assets	\$545,570
Total Liabilities & Net Assets	\$570,295

* Unaudited statements converted from Tanzanian Shillings to U.S. Dollars at an average 2019 exchange rate of 2283:1.

Tanzania Statement

Jan. 1 - Dec. 31, 2019 (unaudited*)

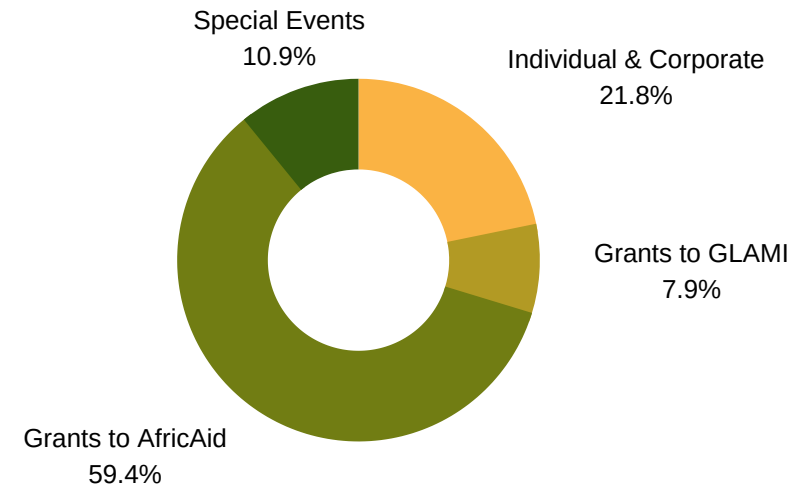
Revenue	Total
Funding from AfricAid	\$501,615
Grants	\$74,964
Total Revenue	\$576,579

Expenses	Total
Program Services	\$443,544
Management & General	\$149,203
Fundraising	\$83,730
Total Expense	\$592,747

Change in Net Assets **(\$16,168)**



2019 Combined Revenue



AfricAid achieves its mission through a joint effort of AfricAid US and its sister organization, GLAMI (formerly AfricAid TZ). Established first as AfricAid TZ in 2010 and GLAMI in 2019, GLAMI is an NGO operating under Tanzanian laws, and designs and implements the girls' mentoring programs that AfricAid supports. GLAMI is a separate, independent entity with its own Board of Directors and staff.

Before 2016, AfricAid was the primary funding source for GLAMI. As programs have grown, grantors increasingly send funds to GLAMI directly. AfricAid considers this trend to be a desirable outcome that demonstrates the confidence grantors have in the results of mentoring programming; however, AfricAid US absorbs the majority of fundraising and administrative expenses associated with these grants. While this arrangement allows GLAMI to devote substantially more of its resources toward programs, it unfavorably skews expense ratios of AfricAid US.

Presented in this report are the financial results for 2019 for both AfricAid US and for GLAMI. Combined fundraising revenue for the two organizations is shown on the pie chart, in order to highlight the important role each organization plays in this shared effort.

AfricAid Board

Erin Saade, *President*
Katie Flanagan, *Vice President*
Tom Leonard, *Treasurer*
Michael Eber, *Secretary*
Rodney Bell
Ashley Carter
Diane Hazel
Ben Strawn
Melanie Terwoord
Mark Williams
Emma Winiecki

AfricAid Staff

Jessica Love, *Executive Director*
Salima Dadani, *Finance Director*
Abbey Fluckiger, *Grants Coordinator*

AfricAid Volunteers & Fellows

Alecia McClure, *Blog Coordinator*
Jill Englestad, *Outreach Coordinator*
Alexandra Lahoud, *Grant Writing Fellow*
Martine Fulling, *Communications Fellow*
Olivia Berglund, *Communications Fellow*
Ryan Torres, *Administration Fellow*

"The mentorship programming that AfricAid and GLAMI provide create a ripple effect of change that resonates throughout Tanzania, and beyond. Because when a girl is educated, respected, and heard - she is unstoppable."

- Christen Brandt and Tammy Tibbetts
co-founders, She's the First

While this list includes current staff and Board for both AfricAid and GLAMI, we are and will always remain deeply grateful to the talented and dedicated staff, Board, and volunteers who worked with both AfricAid and GLAMI in 2019 and beyond, whose efforts made the work included in this report possible.

GLAMI Board

Jessica Paul Shayo, *Chairperson*
Gidibo Tindwa, *Vice Chairperson*
Nengarivo Eliyahu Tevel, *Secretary*
Victoria Rosemary Thomas, *Treasurer*
Japheth M Kurwa
Irine Tairo
Jana Hardy Kinsey, *Advisor*

GLAMI Leadership

Devotha Festo Mlay, *Managing Director, Programs*
Monica Swai, *Managing Director, Operations*
Hilda Boldwin Lema, *Deputy Director of
Government Relations and Compliance*

GLAMI Operations

Salma Mohammedy Omary,
Administrative Manager
Maryrehema Mkumbo, *Monitoring, Evaluation
and Learning Coordinator*
Alfa Raymond, *MEL Bookkeeping Assistant*
Elizabeth Fredrick Owoya, *Social Worker and
Community Liaison*
Ndiini Nasira Kidoko, *Assistant Social Worker
and Community Liaison*
Asantaeli Maro, *Driver*
Oscar Chengelela, *Driver*

Our Team

GLAMI: Kisa Project

Aikande Nkya, *Manager*
Hadija Hassan, *Manager*
Magdalena Kitinya, *Assistant Manager*
Aikande Muro, *Senior Mentor*
Agatha Chaima, *Mentor*
Anna Mbagu, *Mentor*
Chonge Tukwa, *Mentor*
Einoth Justine, *Mentor*
Eliakunda Kaaya, *Mentor*
Fatina K Mshana, *Mentor*
Florence Thomas John, *Mentor*
Lightness Ngoye, *Mentor*
Sarafina Kifarur, *Mentor*
Verynice African Kirumu, *Mentor*

GLAMI: Binti Shupavu

Asimwe Suedi, *Manager*
Chausiku Mkuya, *Manager*
Mary Maika, *Assistant Manager*
Subira Vedastus Manyama, *Assistant Manager*
Agnes Akyoo, *Mentor*
Amney Amina Ally, *Mentor*
Anande Urassa, *Mentor*
Dainess M. Kephas, *Mentor*
Deborah Rodgers, *Mentor*
Esther Naiman, *Mentor*
Esuwat Sangeti, *Mentor*
Evaline Saitoti, *Mentor*
Felister Mndasha, *Mentor*
Flora Meena, *Mentor*
Leticia Wilfred, *Mentor*
Lightness Allan, *Mentor*
Mwanahamisi Selemani, *Mentor*
Naomi Petro, *Mentor*
Rachel Banda, *Mentor*
Rosemary Hanson, *Mentor*
Scholastica Minde, *Mentor*
Siberaster Evaristo, *Mentor*
Sophia Belela, *Mentor*
Wivini Mtende, *Mentor*
Zulpha Issah Rajabu, *Mentor*

SHULE YA SEKONDARI NURU NURU SECONDARY SCHOOL



AfricAid

1031 33rd Street #174

Denver, CO 80205

EIN 84-1549841

AfricAid works to improve the standing of women in society through robust, locally-led mentorship initiatives that cultivate confidence, improve academic and health outcomes, and promote socially-responsible leadership skills. In close partnership with our sister organization, GLAMI (Girls Livelihood and Mentorship Initiative), we support mentorship opportunities that help secondary school girls in Tanzania complete their education, develop into confident leaders, and transform their own lives and their communities. Learn more at AfricAid.org.