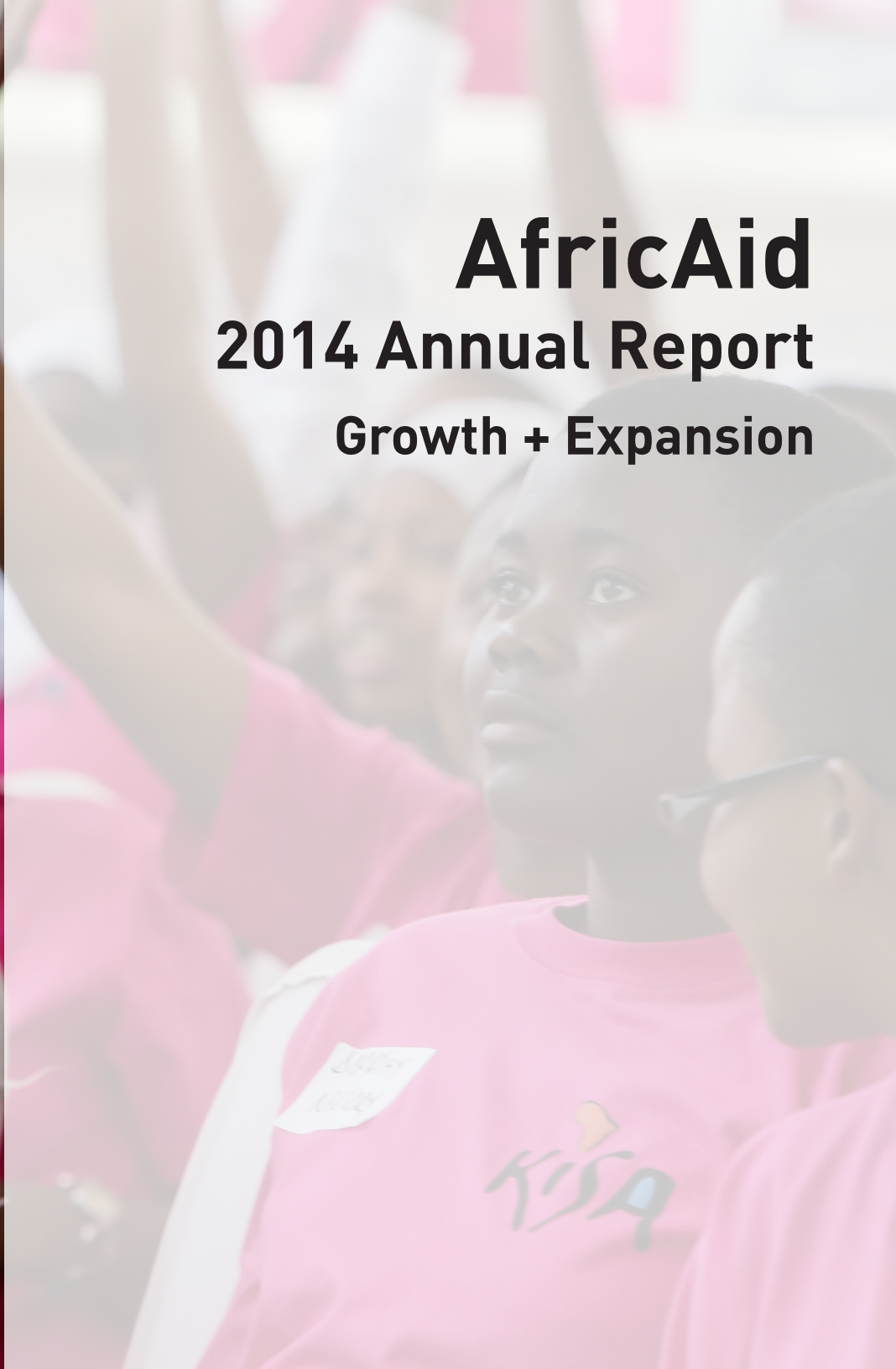




# AfricAid

## 2014 Annual Report


### Growth + Expansion



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A young girl with dark hair, wearing a white school shirt, is seated at a desk in a classroom. She is looking off to the side with a thoughtful expression, holding a red and white striped pen over an open notebook. The background shows other students at their desks, slightly out of focus. The entire image has a blue tint.

**“Nelson Mandela to me means a lot because he was wise as well as intelligent but also he was a hero in my eyes for he brought freedom and unity to his people”**

**-Furahini, Kisa Scholar**

## Our Mission, Vision, & Values

### Mission

AfricAid's mission is to support girls' education in Africa in order to provide them with the opportunity to transform their own lives and the futures of their communities.

### Vision

AfricAid's vision is to create a future in which all African girls have equal access to high-quality educational opportunities that empower them to achieve their goals and better their communities.

### Values

We believe that girls can ignite change in their community. Every day, we mentor the next generation of girls to believe in themselves, because a girl who actualizes her potential will break the cycle of generational poverty. We believe:

**Girls have rights** - We believe that girls have the right to equal access to education, the right to be heard, the right to live free from exploitation, the right to be happy, and the right to be hopeful.

**Girls are capable** - We believe that girls can be self-reliant, confident, empowered, goal oriented, trustworthy, and fiscally responsible, and can shape their own futures and solve their own problems.

**Girls can ignite change** - We believe that with hard work, girls can inspire others, become leaders and role models, educate others, and can give back and ignite change in their community.

AfricAid achieves its mission through the Kisa Project, the flagship program of AfricAid. Kisa is a comprehensive mentoring project, focusing on life skills and leadership training, aimed at A-Level secondary school girls in Northern Tanzania.

### About AfricAid

In 2001, U.S. citizen Ashley Shuyler founded AfricAid when she was just 16 years old, following a life-changing trip to Tanzania. While there, she saw how the significant lack of educational opportunities available to Tanzanian girls limited their future options and perpetuated a cycle of poverty. In response, Ashley formed AfricAid in order to encourage girls' education in Africa, primarily through scholarships.

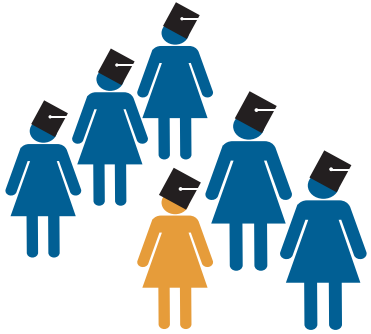
By 2010, Ashley realized the need for a programmatic focus to AfricAid's work in Tanzania. Her aim was to address the lack of confidence and leadership skills in even the most academically accomplished young women. Through extensive research on best practices and successful models throughout East Africa, Ashley developed AfricAid's Signature Program, the Kisa Project. The program is a dynamic, intensive two year course, led by full time AfricAid staff members, who build on the foundation set by Ashley.

In addition to the Kisa Project, AfricAid invests in the lives of children through its Legacy Projects. Our work in Upendo Pre and Primary School in Usa River demonstrates our commitment to early childhood education through our Montessori Initiative. The impact we had through the Losinoni School Lunch Program reverberates throughout the rural Losinoni community. The daily hot lunch the children receive boosts their academic achievements and the results rival any well-funded urban primary school.



**13**

No. of Kisa partner schools



**428**

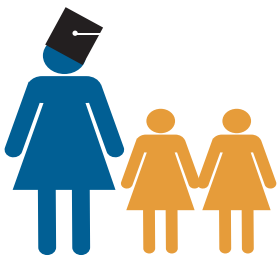
No. of Kisa Scholars



**117**

No. of Kisa Scholars entering tertiary study

(based on a low estimate of 90%)



**940**

No of girls (12-15 years) mentored by Kisa Scholars

(estimate of 15-20 girls per Scholar)

**50**

Children received Montessori education

**120,000**

Hot lunches served

## AfricAid: 2014 Impact



## Letter From Tanzania

Dear friends,

This year has been an exciting year of growth and change for AfricAid in Tanzania.

In August, AfricAid's dedicated team of Kisa Mentors recruited and enrolled 298 new Kisa Scholars in 13 partner schools in northern Tanzania to form our largest Kisa cohort ever. Nearly 200 of the new Scholars attend schools in the Arusha Region, where Kisa began four years ago. The Mentors in Arusha are led by Kisa Project Manager Esther Piniel, who has been part of the Kisa family since the beginning. She first served as a volunteer, when Kisa recruited A-Level girls at Moringe Sokoine Secondary School, while Esther was working as a teacher. She then became the official Moringe liaison to the Kisa Project. Eventually, Esther was hired as a part-time and then full-time Kisa Mentor.

Under Esther's leadership, AfricAid has hired three new junior Mentors. These amazing women are all Tanzanian, all university educated, and all passionate about investing in the next generation of women leaders in Tanzania. They will teach Kisa classes and mentor Kisa Scholars over the next two years, as the girls learn valuable lessons in leadership, social entrepreneurship, life skills, community involvement and the value of service.

The new class of Scholars also includes almost 100 new Scholars in four new partner schools in the Kilimanjaro Region. The effort to expand to Kilimanjaro was led by Devotha Mlay, AfricAid's newly promoted Kisa Project Manager for Kilimanjaro. The response to the Kisa Project was so overwhelming in the new partner schools that Devotha interviewed three times as many girls as she was able to accept into her Kisa classes. In two of these schools, the girls who were not selected have formed Kisa Clubs, where they learn the Kisa lessons from enrolled Kisa Scholars, independent of our AfricAid staff; these young women will not be deterred!

Each fall, we host Career Day, and for many of the Kisa Scholars, it is the highlight of their year. We invite high profile, successful Tanzanian women to speak to the Scholars about the challenges and obstacles they have overcome on their path to success. We also invite over 40 career women to lead small group sessions on the many career fields our Scholars hope to pursue. This year 435 Kisa Scholars and 100 guests attended our largest Career Day event yet. We are thankful for the continued support of each one of our Kisa Sponsors. At Career Day, each girl receives a t-shirt, a notebook, a pen, and, most importantly, a reserve of unforgettable memories that she will carry with her through the barriers and threats that will face her as she finishes high school. This type of event would not be possible without such a generous outpouring of support from so many Sponsors who are committed to the education and development of our Kisa Scholars.

Gratefully,  
Jana Kinsey  
Country Director



**Jana Kinsey**  
Country Director, AfricAid (Tanzania)

## The Kisa Project

The Kisa Project is the key program of AfricAid. Kisa aims to build the capacities of some of Tanzania's brightest and most motivated young women so that they can reach their full potential and be catalysts for change in their communities. Young women in Tanzania are not generally taught to believe they are equal to their male counterparts, and rarely have role models to show them otherwise. Kisa gives young women the skills they need to pursue excellence in leadership and the confidence to initiate and contribute to meaningful change in their communities and the broader society. Kisa is delivered through AfricAid's partner schools with endorsement from the Tanzanian Ministry of Education and Vocational Training.

### The Kisa Project aims to:

- Provide Tanzanian secondary school girls with relevant life-skills and leadership training;
- Mentor and support each girl through her final two years of secondary school;
- Give each girl access to university education through a competitive scholarship program; and
- Further equip each girl to become a leader and mentor in her own community.

Kisa Scholars attend Kisa classes once a week for two hours after their regular classes. In Kisa, they are taught a curriculum by successful female Tanzanian mentors. The curriculum includes courses in life and health (including HIV/AIDS awareness), personal leadership, business planning, budgeting and project management, and computer skills training. The computer training is taught in the low-cost computer labs installed by AfricAid in all Kisa partner schools. The computer labs are cost-effective, using one desktop to power 10 individual terminals.

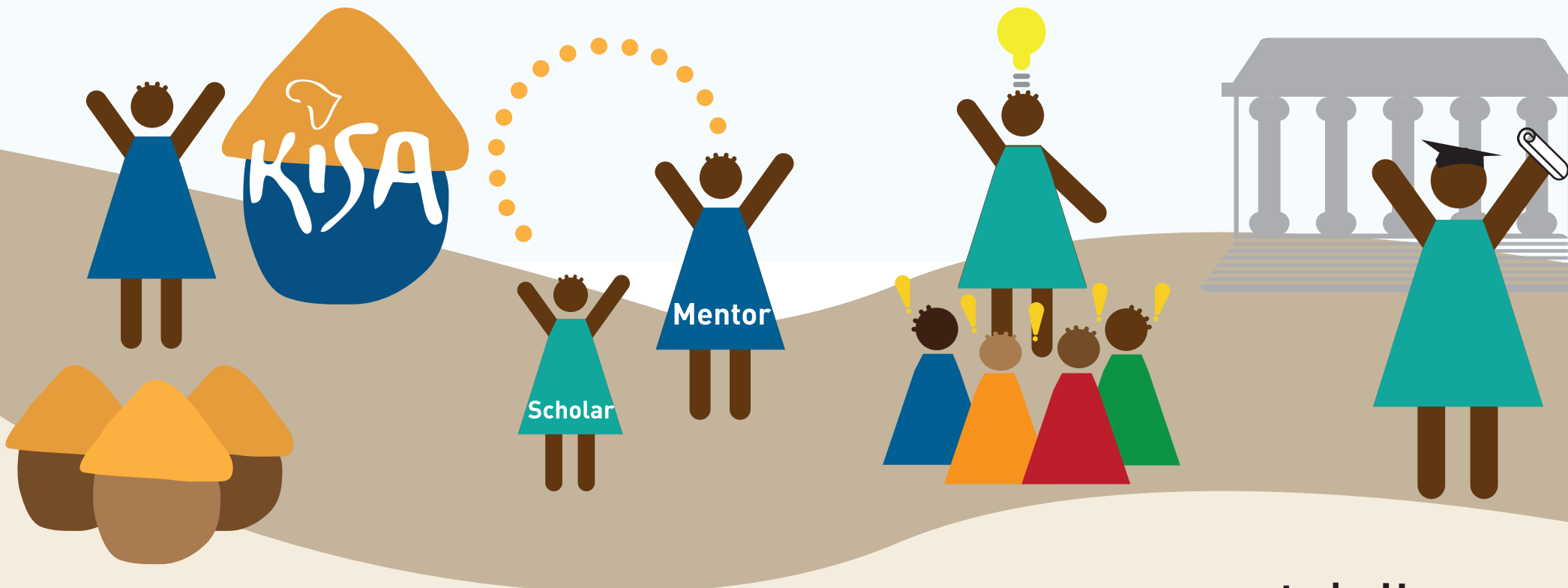
Upon graduation, Kisa encourages and equips the Scholars to continue on to university, enroll in vocational training, or start a social enterprise of their own. To ensure the graduates' success, Kisa has provided university scholarships and microloans in order to facilitate a future of self-sufficiency and independence.

The most innovative aspect of Kisa is its mentoring component which requires the Kisa Scholars to teach lessons learned from the Kisa curriculum to 15-20 other girls in their home communities following their graduation from Kisa. This mentoring component facilitates the empowerment of other girls. It also teaches the Kisa Scholars personal responsibility and a "pay it forward" outlook in helping others, thus encouraging them to become role models and leaders.



# Theory of Change

AfricAid believes that girls can become the authors of their lives and change agents in their communities.



Leader - Role Models - Confident - Proactive - Capable - Respected - Heard



## The Kisa Project: 2014 Highlights



### **Kilimanjaro Regional Expansion-**

4 New partner schools and 100 Scholars recruited

### **Career Day-**

450 Scholars attended the event

### **Weekly Kisa Curriculum Classes-**

Leadership and life skills classes delivered to 428  
Tanzanian secondary school girls

### **Leadership Immersion-**

47 Kisa graduates mentored over 940 younger  
adolescent girls

### **Personnel Changes-**

Three new qualified Kisa Mentors hired

### **University Scholarship Program-**

93% of Kisa Graduates were offered  
university placements

### **Community Assessments and Year 1 Presentations-**

123 Kisa year one Scholars presented their community  
assessment project to their peers and a panel of judges

### **Health Symposium-**

118 Kisa Scholars attended two Health Symposiums to learn how  
to make informed decisions that are in their own best interest





## Kisa Moments

### Lillian

Lillian\* is a first year Kisa Scholar who joined the program to learn how to enact her vision for her community. Her family is part of the Chagga tribe, but she was raised in a busy urban area of Arusha, Tanzania, populated mostly by Maasai people. In Lillian's neighborhood, poverty and the lack of access to quality education drive many young people to illegal activities, making the area unsafe for other residents. Lillian plans to put her own education to work, helping children and youth in her community to gain access to school, and her hope is that this access will decrease both crime and poverty. Her hero is her mother, a dentist, who always encourages her in her dreams, large and small.



### Nesse

Nesse\* is from Olorien, a largely Maasai village near Arusha. She is proud of her community, because so many of her neighbors are willing to work together to fix roads, attend village meetings and to keep public areas clean. She has noticed, however, that many educated people from her village leave the village and do not return and do not contribute as much to the community. Nessa wants to change this. She believes that her community will thrive as more and more girls are educated. Through Kisa, she has met inspiring women and girls from all over Tanzania, and she is learning that she has the power to change her community and her world. She says, "It's all about our decisions."



### Anna

Anna's\* vision for her community is to see an end to early pregnancy, marriage and school dropouts for secondary school girls. She knows that an important part of leadership is inspiring and supporting others to achieve their goals, and she looks to her mother, Margaret, for her own inspiration. She calls her mother a true "woman of change," and credits her own ability to make plans, aim higher, and have patience, to her mother's excellent example of leadership. Through the Kisa Project, she has learned the value of collaborating with others to make better decisions, and how to forge powerful relationships that help her meet her goals.

\* Not their real names.

## Happy

Happy\* joined the Kisa Project because she wanted to improve her confidence and her ability to speak in public. Before Kisa, she was too shy to raise her hand in class. Now, she says, "I am able to stand in front of people and present anything!" Her favorite part of Kisa is Career Day, when over 500 Kisa Scholars, young professionals and inspirational speakers meet together to discuss how young women in Tanzania can reach their personal and professional goals. Happy especially valued the small group discussions during Career Day, when she was able to speak directly to a woman who is already an accountant, the work she plans to pursue. Her role model is her older sister, who she described as tough, bright and community oriented, with a loving and caring approach to life.



## Bertha

Bertha's\* role model is AfricAid (Tanzania) Board member and elected Ward Counsellor Esupat Ngulupa. Both Bertha and Esupat come from the same rural district in northern Tanzania, and Bertha strives to have the "guts to try new ideas" that Esupat demonstrates daily. Through Kisa, Bertha has improved her confidence and public speaking skills. She has developed the will to change her society for the better. This year, with the support of her fellow Kisa Scholars and her Kisa Mentor, she won an elected position as Head Girl in her school. She says, "Before, I was not even able to present work in class, but now I am able to stand in front of the whole school to ask for votes."



**"Your hard work and contributions is changing lives of many girls and I am one of them."**

**-Tumaini, Kisa Scholar**

## Upendo Program & Montessori Initiative

Upendo School, an English medium school for children ages 2 1/2 – 14+ in Usa River, Tanzania, has been affiliated with AfricAid since both were fledgling organizations in the early years of the new millennium. Upendo students have benefitted from the work and generosity of AfricAid volunteers who built classrooms and provided improvements such as an updated and efficient kitchen, new bathroom facilities, a roof over the verandah, and many books.

In 2014, the Montessori Initiative for the children in the pre-primary classrooms created by AfricAid volunteers with support from Montessori schools in Colorado, received many new materials and supplies funded by supporters and schools. These additions, brought in the suitcases of volunteers arriving in May and September, enhanced the offering to the 50 young children who had the opportunity to learn within a Montessori setting and framework for part of each school day. This participatory and hands-on learning compliments, but does not replace, the traditional skill/drill/rote approach that is the norm for Tanzanian education, even for three year olds.

The St. Vrain Community Montessori School in Longmont, Colorado, established a school store to support the education of their peers across the world at Upendo. St. Vrain teachers and volunteers brought science materials and experiments for the students in Primary Classes 4-7 who crave the opportunity for hands-on learning and demonstrations with enticing materials. The older children were taught to use individual chalkboards to solve advanced math problems and were able to conduct science experiments. An activity as simple as using a hand-lens to examine the limited plant life on the playground led to the joyful discovery of minuscule lizard eggs. The St. Vrain teacher's captivating presentations created a burst of enthusiasm and excitement of learning as well as a stimulus to think outside the box and experiment with simple materials.

**“ The child is both a  
hope and a promise  
for mankind.”**

**-Maria Montessori**



## Losinoni Lunch Program

Imagine walking 3 - 4 miles to school after a breakfast limited to tea, while carrying a school bag, jug for bringing home the family's water and wood for the school's kitchen. Then, try focusing on learning all day in a large class of 50 - 75 students and one teacher before finally heading home for your one meal of the day. This is the plight of many rural children in Tanzania. However, at Losinoni School where AfricAid and its supporters built classrooms and provided crucial supplies, the children continue to benefit from the AfricAid-supported lunch program. Both the attendance and test scores of the children at Losinoni are significantly higher than those of other schools in the region because of the lunch program.

During 2014, AfricAid supporters visited the school to see firsthand the impact of AfricAid's contribution to school life. They brought supplies and sports equipment, toured the school and interacted with children inside a classroom and on the playground. A highlight of this visit, beyond interacting with the eager children, was purchasing jewelry and crafts made by the Maasai mamas which partially funds the lunch program. The school staff and children have put energy into a garden, which flourishes when there is enough rain so that there are fresh vegetables for lunch!



## Financial Statements (Unaudited)

### Statement of Activities 1/1/2014 - 12/31/2014

#### Revenue

Contributions & Grants	\$	432,567
Special Events, Net		18,442
In-Kind Contributions		1,554
Other		2,769
<b>Total Revenue</b>	<b>\$</b>	<b>455,332</b>

#### Expenditures

Program Services	\$	322,133
General and Administrative		83,191
Fundraising		25,790
<b>Total Expenditures</b>	<b>\$</b>	<b>431,115</b>

**Change in Net Assets** **\$ 24,217**

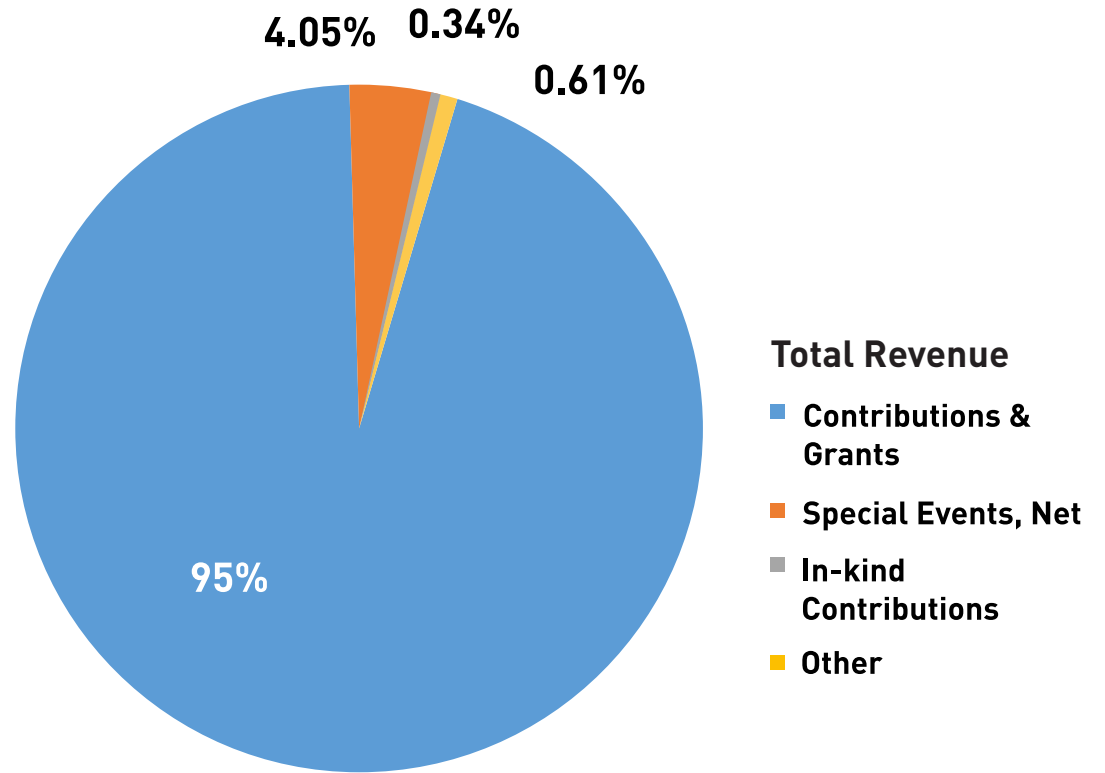
Note: Excludes In-Kind Contributions

#### Assets

Cash	\$	234,762
Other Assets		39,644
<b>Total Assets</b>	<b>\$</b>	<b>274,406</b>

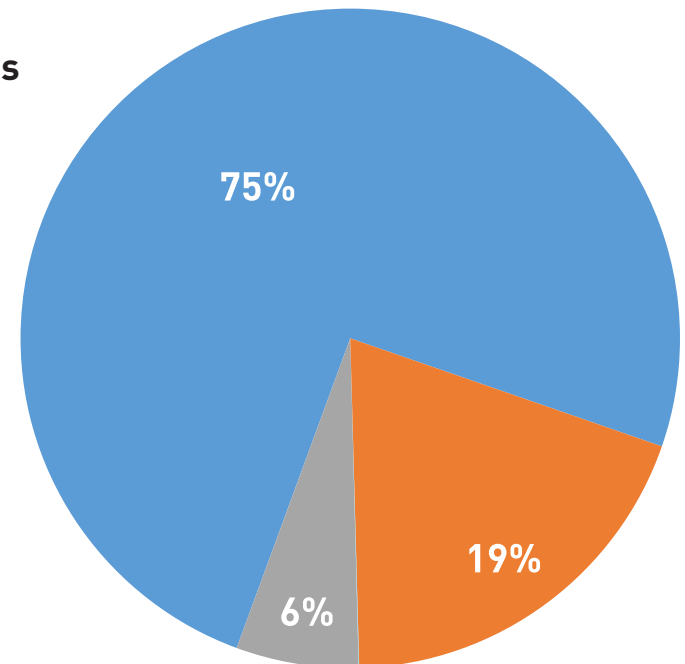
#### Liabilities and Net Assets

Liabilities	\$	9,386
Net Assets		265,021
<b>Total</b>	<b>\$</b>	<b>274,406</b>



#### Total Expenditures

- Program Services
- General & Administrative
- Fundraising



## Letter From Executive Director

Dear AfricAid Supporters and Friends,

What a whirlwind of a year! 2014 saw expansions of both programs and organizational capacity both in the US and in Tanzania. Under the tutelage of Segal Family Foundation, the AfricAid teams, spanning two continents and two cultures, developed values that have become the backbone of the Kisa Project.

We believe that girls can ignite change in their community. Every day, we mentor the next generation of girls to believe in themselves, because a girl who actualizes her potential will break the cycle of generational poverty. We believe:

**Girls have rights** - We believe that girls have the right to equal access to education, the right to be heard, the right to live free from exploitation, the right to be happy, and the right to be hopeful.

**Girls are capable** - We believe that girls can be self-reliant, confident, empowered, goal oriented, trustworthy, and fiscally responsible, and can shape their own futures and solve their own problems.

**Girls can ignite change** - We believe that with hard work, girls can inspire others, become leaders and role models, educate others, and can give back and ignite change in their community.

From this foundation, we collaborated on a Theory of Change that articulates how Kisa Scholars actualize their potential as visionary leaders and developed a Monitoring and Evaluation Framework that will allow us to track the true impact of our work. We believe that the most striking results of Kisa are the changes that occur in the girls themselves. When they start Kisa, they are often shy and hesitant to speak; they lack confidence and self-belief. By the time they graduate, they are more confident and willing to express themselves, their dreams and their goals in life.

As the Kisa Project progresses, we expect that communities will begin to share AfricAid's belief that girls have rights and are capable. They will begin to see young women as future leaders who will positively impact their communities. Communities in turn will begin to invest in their girls to reach their full potential through education and support.

Under Jana Kinsey's leadership, the Tanzania team grew to hire three new Kisa Mentors, all Tanzanian women who inspire us to strive to be our best selves. The Kisa Project expanded to the Kilimanjaro Region, where Devotha Mlay, Kilimanjaro Region Kisa Project Manager, diligently worked hard to ensure AfricAid had the support of the local District Education Officers prior to engaging with

potential partner schools. AfricAid's reputation is such that all partner schools she approached in the Kilimanjaro Region received us with great excitement and eagerness as partners in this great work of developing the next generation of women leaders. The success of the Kisa Project is reflected in the number of girls clamoring to participate in what they know will be a key to their growth as visionary leaders. For the first time in AfricAid's history, we had to turn away applicants because we simply did not have the capacity to include them in the First Year classes.

Our other programs thrive as well. Upendo Pre and Primary School in Usa River continues to host our Montessori Initiative. Over 50 children under the age of 7 are benefiting from this child-centered approach to education. Their desire to explore their world and learn from their environment is palpable when you enter their classroom. In Losinoni, our lunch program has contributed to the well-being of 557 young children who now perform better in their end of year exams than their peers at surrounding primary schools.

It is a joy to be a part of the AfricAid family. We continue to thrive because of the generosity of our donors and partners who believe in the change we are facilitating in the lives of youth in Tanzania. Thank you for being a part of our story!

Gratefully,

Maria Rosa Galter  
Executive Director



## US Board Members

Katie Burke  
Emily Droll  
Rocco Dodson  
Felicity Hannay  
Gretchen Healey  
Betsy Hoke  
Bazi Kanani

Ruth Krebs  
Kent Redding  
Ashley Shuyler  
Nina Shuyler  
Rick Shuyler  
Jeremy Story  
Sandy Troyano  
Mark Williams

## Tanzania Board Members

Dr. Augustine Mahiga  
Margaret Kenyi  
John Laiser  
Amina Ndiko  
Esupat Ngulupa  
Susan Simonson

## US Staff

**Maria Rosa Galter**  
Executive Director  
**Alyse Daunis**  
Operations Manager

## Tanzania Staff

**Jana Kinsey**  
Country Director, Tanzania  
**Anande Nnko**  
Kisa Project Manager, Tanzania

**Esther Piniel**  
Kisa Mentor, Tanzania  
**Devotha Mlay**  
Kisa Mentor, Tanzania  
**Monica Swai**  
Kisa Mentor, Tanzania

**Katie Bunten-Wren**  
Consultant, Tanzania  
**Tait Flint**  
Consultant, Tanzania  
**Oscar Chengelela**  
Driver, Tanzania





## 2014 Partners

Africa Adventure Consultants  
Africa School Assistance Project  
Alternative Christmas Fair  
Amazon Smile  
Applewood Seed Co.  
Asante Africa Foundation  
Bear Mountain Yoga and Fitness  
Beau Jo's Management Co.  
Bill Hatcher Books LLC  
Center for Cultural Dynamics  
Chapter FE (P.E.O Sisterhood)  
Charles Schwab Foundation  
Colorado Mountain Club  
Colorado Academy  
Community First Foundation  
Cornerstone Montessori School  
Denver Foundation  
Dining for Women  
Earth Assistance Project USA  
Engineers Without Borders  
Englewood Rotary Foundation  
Evergreen Rotary Foundation  
Fidelity Charitable Gift Fund  
Flahive Family Foundation  
Foothills Montessori  
Global Livingston Institute  
Harvey Family Foundation  
Hunt Alternatives Fund  
Imago Dei Fund  
Kesselman Family Foundation  
Microsoft Matching Gifts Program  
Nelnet, Inc.  
Network for Good  
Schwab Charitable Fund  
Sherman & Howard LLC

She's the First  
South Jeffco Rotary Foundation  
St. Vrain Community Montessori School  
Staudenmaier and Co.  
The Bank of America Charitable Foundation  
The Boston Consulting Group  
The Denver Hospice  
The Drexler Family Charitable Gift Fund  
The International Foundation  
The MCJ Amelior Foundation

The Rowe Foundation  
The United Methodist Church Of Evergreen  
The Wild Source LLC  
The Women's Foundation of Colorado  
USAID  
VisiTanzania Tours & Safaris  
Weyerhaeuser Family Foundation  
Women's Partnership Market, Inc.





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