



AFRICAID
Reach Teach Empower

2015 ANNUAL REPORT



YEAR OF STORIES

Dear AfricAid Friends and Supporters:

The last 12 months have been extremely busy and rewarding for AfricAid's family and staff. I like to think of 2015 as the "Year of Stories" because AfricAid launched its new monitoring and evaluation system utilizing the *Most Significant Change* (MSC) Technique. This participatory method collects and analyzes Scholar narratives to learn about program impact from an individual perspective. This is the year we collected stories: stories of change and growth, of resiliency and courage; stories that captured our hearts and compelled us to act.

The stories opened our hearts to a deeper understanding of the possibilities AfricAid is facilitating for young women in Tanzania. The stories not only touched us, but they demonstrated in a palpable way the effectiveness of the Kisa Project in developing resiliency and confidence in Kisa Scholars. These qualities continue to be strong traits among the Kisa Scholars and Alumnae.



According to the end-of-year report submitted by an evaluation specialist in January 2016, the Kisa impact is clear:

"Resilience is a key result area of the Kisa Project as Kisa aims to build up young women's confidence and leadership skills in order to increase their ability to bounce back from adversity and succeed in an environment where they are often at a disadvantage as young women. Overall, 85% of all MSC stories mentioned resilient skills or actions, including 75% of the MSC stories from parents or teachers mentioning observing these skills within their Kisa Scholars. In total, 93% of Kisa Alumni stories mentioned resilient actions while 83% of current Kisa Scholar stories did. Confidence, leadership, and public speaking were key themes amongst the changes mentioned by each group of storytellers."

In the US these stories were shared, read, and re-read. Their power inspired us to act, and AfricAid raised nearly \$500,000 in one year. In fact, in the past three short years, the inspiration of the Kisa story has led AfricAid to double the combined income raised in the first 10 years of the program's existence. Our donors and supporters are part of this great "Year of Stories" too.

2015 also welcomed Michael Wright into the newly created role of Director of Finance and Andra Breazeale as our External Relations Manager. Our staff grew to include key volunteers Susan Browning and Alecia McClure, and together, we wove our lifetime of stories into AfricAid's rich fabric of transformation.

Thank you for your continued support of our work and being a part of our "Year of Stories."

With deep gratitude,

Maria Rosa Galter
Executive Director

Greetings Friends:

As AfricAid continues to grow and improve our programs, we are excited to look back at the accomplishments of our amazing Kisa Scholars, graduates and Tanzania-based staff in 2015.

Our staff in the Kilimanjaro Region expanded the program to four new Partner Schools in 2015 and had a whopping 500 applications to join! We were able to enroll 220 new Kisa Scholars, and as we build staff and capacity, we hope to work with more and more enthusiastic future leaders. In total, 384 new Kisa Scholars began their leadership and life skills training at the beginning of August 2015 and almost 278 Year 1 Kisa Scholars transitioned to Year 2 of the program.

Also in August, AfricAid held our largest ever annual women's leadership conference, Career Day, where over 650 Kisa Scholars and nearly 150 other attendees from the community joined in the event. AfricAid hosted Career Day at Makumira University, which gave the high school aged Kisa Scholars the opportunity to explore and experience a university campus, a highlight of the event for many. In the morning they heard from three keynote speakers, including Angela Benedicto, a former domestic worker and founder of Wote Sawa, an organization which advocates for the rights of young women in service jobs. In the afternoon over 50 volunteers led small group sessions focused on specific careers of interest to the Scholars. We even had a female pilot to encourage a group of 10 committed future aviators!

2015 was also the year of the baby boom for three of our Tanzania based managers. Esther Piniel (Kisa Project Manager, Arusha), Devotha Mlay (Kisa Project Manager, Kilimanjaro) and I each gave birth to healthy baby girls in the second half of the year. With three more girls to empower, the entire AfricAid team in Tanzania pulled together to ensure that we continued to deliver the Kisa Project to the highest standard of excellence. Those of us on maternity leave were incredibly lucky to have such a committed, capable team to support us and our families as we all started this new adventure.

As we look forward to the new year and exciting new opportunities to empower young women in Northern Tanzania, we remember the



many Kisa Sponsors and donors who make our work possible. Thank you for all you do to help these girls and young women write new stories for themselves, their communities and their nation. Thank you!

With gratitude,

Jana Kinsey
Country Director, AfricAid (Tanzania)

AFRICAID 2015

Girls have rights.

We believe that girls have the right to equal access to education, the right to live free from exploitation, the right to be heard, 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, fiscally responsible, and able 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 to ignite change in their communities.



History

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 to refine AfricAid's mission in Tanzania. Her goal 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 for girls in secondary school 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 have 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.

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.

Beliefs

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.

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

THE KISA PROJECT

The Kisa Project is designed to ensure that Tanzanian girls graduate from secondary school with enhanced leadership abilities and other life skills that will enable them to maximize their potential. We promote the view of girls as empowered, capable leaders and challenge traditional perceptions about Tanzanian girls' and women's roles in family and society.

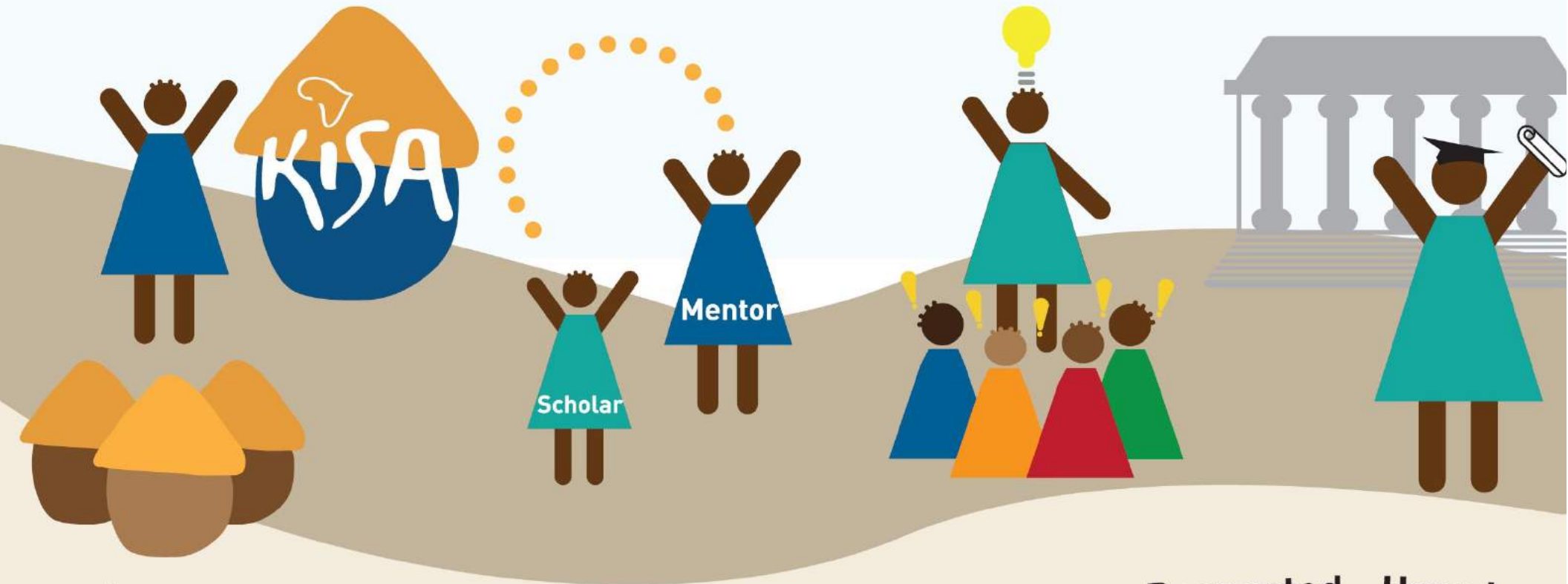
The core of the two-year Kisa Project is the weekly two-hour Kisa Class based on the rigorous Kisa Curriculum, delivered by Kisa Mentors who are paid employees of AfricAid. These Kisa Classes tackle topics such as reproductive health, human rights, personal leadership, management skills, public speaking, advocacy, personal finance, budgeting, computer skills, project management and career choice and preparation. Kisa leads to better income earning potential, greater independence, and the ability to take control of their own lives, impacting Tanzania for generations to come.

In addition to the Kisa Classes, Career Day, a women's leadership conference aimed at Kisa Scholars and alumnae, is organized annually in the fall. Scholars from each of AfricAid's Partner Schools attend, along with AfricAid staff, Board Members and invited guests. The Kisa Scholars are exposed to a broad range of successful Tanzanian women, including teachers, engineers, accountants, journalists, business people, project managers, and lawyers. In 2015 we also added the 2 Day Challenge, in which Scholars complete a community service project that implements the skills they have learned in Kisa, including planning, budgeting, entrepreneurship, and teamwork.



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

2015 KISA HIGHLIGHTS

- **Kilimanjaro Expansion** AfricAid expanded the Kisa Project by adding another four schools in Kilimanjaro Region. This gave us a total of 17 Partner Schools in two regions in Northern Tanzania.
- **AfricAid Scholarship Program** 34 of 35 Kisa Alumnae applied for and received scholarships to further education at the post-secondary school level.
- **New Mentors** The Kisa Mentor team welcomed two new staff members, Kisa Alumnae Chausiku Mkuya and Nice Kahembe.
- **Mentor Training** Kisa Mentors attended a one week training to improve their mentoring skills and participated in monthly training sessions based on the book *The 7 Habits of Highly Effective People*.



- **Kisa Alumni Network** AfricAid conducted four inaugural Kisa Alumni Network lunches in Arusha, Moshi and Dar es Salaam. About 90 Kisa graduates attended these lunches to share stories, inspiration, and support.
- **2 Day Challenge** The first group of 2 Day Challenge participants from Moringe Sokoine Secondary School conducted three different projects that achieved positive change in their community.
- **Health Symposium** 271 Year Two Kisa Scholars attended a half day seminar on HIV/AIDS, early pregnancy and drug abuse from local health experts.
- **Career Day** About 850 Kisa Scholars, Alumnae, and community members attended Career Day, which was an overnight event. Scholars learned from highly successful women from across Tanzania as they shared the challenges they face and how they manage to overcome them.

IMPACT NUMBERS



17

Kisa Partner Schools
in two regions



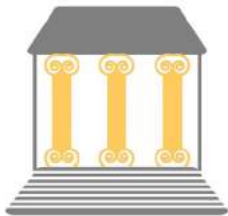
662

Kisa Scholars
mentored by 7
Kisa Mentors



297

Kisa Graduates
since 2010



97%

Of 2015 graduates
continued on to
tertiary education



271

Health Symposium
participants



850

Professionals and
Scholars connected at
Career Day

Looking Forward: 2016 Kisa Objectives

- Deliver weekly classes to Scholars at 20 total secondary schools (one 2-hour class per week), taught by Kisa Mentors who are university educated Tanzanian women.
- Support Kisa Scholars to complete secondary education and successfully continue to higher education programs.
- Increase the reach and participation rate of Career Day, an annual and unique women's leadership conference organized specifically for Kisa Scholars.
- Promote the 2 Day Challenge project, an opportunity for Kisa Scholars to practice their learned skills in real life through implementation of a two-day project in their communities. Previous 2DC projects have tackled topics such as malaria prevention, polygamy, combatting erosion, and road safety.
- Expand the reach of the Kisa Project to new Partner Schools and increase the number of Kisa Scholars to 900.
- Improve perceptions of girls and women in society and promote girls' roles as independent, active change agents, equal to their male peers.

SCHOLAR STORIES



GLADYS

I thank Kisa because through it I made various changes in my life, especially school life. Firstly, I gained confidence and I could stand confidently and air out my feelings and opinions, which was kind of hard before. Secondly, Kisa helped me to remove status quo in my life like “girls cannot perform better than boys”, hence I really improved. Thirdly, I was able to create a vision for my community and planned on how to make it a reality. The change is significant to me because I really improved in academics; I was able to remove the pre-conceived ideas on certain facts by airing out my opinions; and my vision for my community is for a better future.

LUCY

I became involved with Kisa when I first heard from it from a Mentor who came to my school. Through this project I have learnt a lot about how a girl should stand in the community. What I’m still learning is that we can make visions reality and changes for women are possible when they get the chance to expose and act as well. Firstly, I contested to be a leader of the students’ government and therefore I became a minister of education, which changed my life for I learned how to deal with different people. Secondly, I learned how to review and observe different challenges facing my community and how to go about changing my community in different ways like through education, advice, and encouraging cooperation and hard work.



HILDA

I am in the second year of the Kisa project and I am very happy being involved in Kisa. First I have realized that I am not just a normal lady but a powerful lady that can always bring positive change in her society. Also through Kisa I have gained a lot of courage and knowledge that has made me confident whenever I stand and speak. Also Kisa has made me not to think of myself as an individual but to look at the society and community around me. Through Kisa there is a lot to learn. I am proud to be a Kisa girl.

*Scholar names have been changed to protect privacy.



ALUMNAE STORIES

NEEMA

When I first heard about Kisa at my school, I wasn't very interested. I joined up anyway and from the first class I realized that it is the best thing. The Kisa Project has changed me a lot, from my lifestyle, the importance of good communication, and how to make connections within society. Kisa has helped us girls to know how valuable we are. I am now part of the Kisa Alumnae Network and I would like AfricAid to expand the Kisa Project more, to be everywhere in Tanzania. You are the best in doing these kind of activities.



MIRIAM

Firstly, I would like to give my appreciation to AfricAid for allowing me to be part of Kisa. I know that without your support, I wouldn't be here. You have helped me financially as well as academically. Now, as a Kisa Alumna, I would like to ask you to expand Kisa to other regions so others can also benefit. Also, it would be great if you could support the Kisa Alumnae to help others, like those in orphanages or refugee camps. This is what we, as Kisa graduates, should do. I'd like to say thank you to AfricAid, and thank you to my Kisa Mentor.

KISA means **STORY** in Swahili.

Through the Kisa Project, young Tanzanian women are empowered to become the creative authors of their own future stories.

LEGACY PROJECTS

Losinoni School Lunch Program

Losinoni Primary School has been an AfricAid partner since 2004. This special school is located in the Maasai rangelands of Northern Tanzania, with beautiful views of Mt. Meru and Kilimanjaro. Many of the students who attend Losinoni Primary walk three to four miles to reach school with little to no breakfast and no provisions for lunch.

With AfricAid's support, 556 Losinoni students enjoy a hearty noon meal of *makonde*, a traditional Tanzanian bean and corn stew. In 2015, that equaled a total of 108,976 bowls of *makonde*! These lunches fueled test scores and graduation rates that were nearly twice the national average for rural Tanzanian schools. AfricAid is extremely proud of the students and teachers of Losinoni.



Upendo Montessori Program

The Montessori Program at Upendo Pre and Primary Academy in Usa River benefitted from an influx of volunteers from the United States in the spring of 2015. Betsy Hoke, who established the program under the auspices of AfricAid in 2012, invited Montessori teachers and friends on a volunteer/insight trip; ultimately twelve women responded to this invitation and traveled to Tanzania to spend one to two weeks, working with children and instructors in the three Montessori classrooms.

A longtime Montessori teacher from Nevada continued working at the school for seven weeks, providing ongoing instruction for the Tanzanian teachers who have not had formal training in the hands-on Montessori education approach. The volunteers also took a one-week insight/safari trip to visit AfricAid's office and learn about the Kisa Program, to visit Losinoni School and see the impact of AfricAid's lunch program, and to explore several national parks. Betsy asked each trip participant to sponsor a Kisa Scholar and Upendo student for two years.

The volunteers brought Montessori materials and supplies, as well as dozens of books for children of every age in the school to read and enjoy. They offered free art classes on Saturdays for children ages 9 – 14. At the request of the headmaster, a couple of the women even taught classes in English and Science to the older students. Their final contribution involved painting the Montessori classrooms. The students from the Upper Elementary classes at St. Vrain Community Montessori School, a charter program in Longmont, Colorado, generously donated the funds for the books and materials the volunteers transported to the school.



Statement of Activities

01/01/2015 - 12/31/2015 (Unaudited)

<u>Revenue</u>	2015
Contributions & Special Events	252,673
Grants	206,623
In-kind Contributions	6,973
Other	4,163
Total Revenue	\$470,432

<u>Expenditures</u>	
Program Services	274,489
General & Administrative	100,296
Fundraising	95,549
Total Expenditures	\$470,334

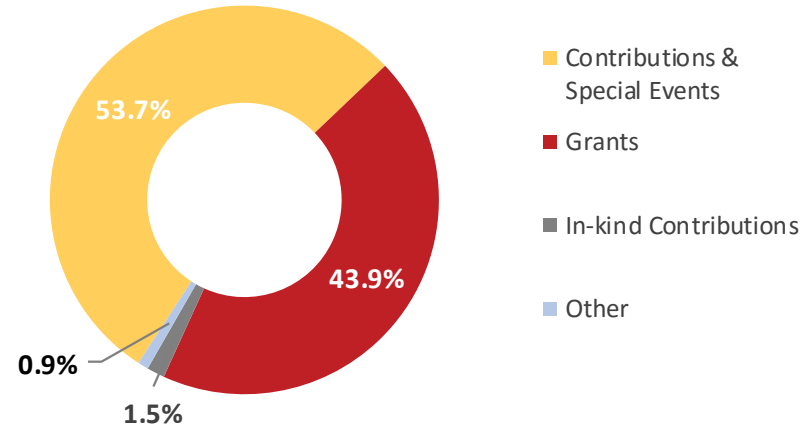
Change in Net Assets \$98

Note: Excludes certain in-kind contributions.

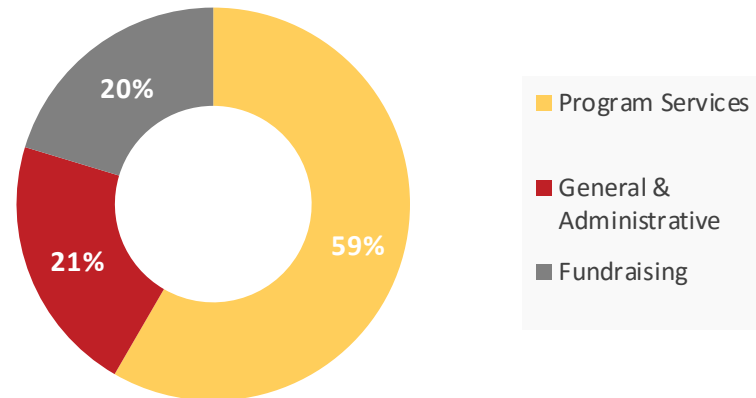
<u>Assets</u>	
Cash	295,050
Other Assets	13,567
Total Assets	\$308,617

<u>Liabilities & Net Assets</u>	
Liabilities	43,498
Net Assets	265,119
Total Liabilities & Net Assets	\$308,617

Revenue



Expenditures





2015 PARTNERS

Africa Adventure Consultants
 Alternative Christmas Fair
 Amazon Smile
 Applewood Seed Co.
 Australian Volunteers International
 Chapter FE (P.E.O. Sisterhood)
 Charles Schwab Foundation
 Community First Foundation
 Cornerstone Montessori School
 Davis Graham & Stubbs
 Denver Foundation
 Estes Park Quota Club
 Evergreen Rotary Foundation
 Fidelity Charitable Gift Fund
 First Methodist Church of Hendersonville
 Flahive Family Foundation
 GAP Inc.

GreaterGood.org
 Harvey Family Foundation
 Hunt Alternatives Fund
 Imago Dei Fund
 Kathryn B. McQuade Foundation
 Kesselman Family Foundation
 McDonald's Corporation
 Microsoft Matching Gifts Program
 Mile High United Way
 Morgan Stanley Global Impact Funding Trust
 Network for Good
 Posner Center for International Development
 Rising Graphics & Printing
 Schwab Charitable Fund
 Segal Family Foundation

She's the First
 St. Vrain Community Montessori School
 Staudenmaier and Co.
 Telecom Pioneers
 The African Scholars Fund
 The Bank of America Charitable Foundation
 The Boston Consulting Group
 The Rowe Foundation
 The United Methodist Church of Evergreen
 The Women's Foundation of Colorado
 Theda and Tamblin Clark Smith Family Foundation
 University of Michigan
 Waterloo Foundation
 Weyerhaeuser Family Foundation

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