

# 2016 Annual Report



**AFRICAID**

Reach Teach Empower

*“Being in Kisa has made me realize that being a girl or a young lady from Tanzania doesn’t mean that you can’t do big things.” —Elizabeth, Kisa Alumna*

# from the executive director

Greetings AfricAid Friends and Supporters,

One of our amazing Kisa Scholars, Naomi,\* recently shared, **“I have learned that through courage you can solve the problems that others think cannot be solved.”** Courage has surrounded us in 2016. Scholars like Naomi exhibit courage every day as they prove that women can be leaders who bring positive changes in Tanzania. Through Year 1 Presentations and the 2 Day Challenge, Kisa Scholars identify a need in their community, present their own solutions to each other and a panel of judges, and work with local leaders to put their plans into action. For most Scholars this is the first (but not the last!) time they will demonstrate their ability as changemakers.

AfricAid was inspired by these young women to also take on a new challenge. After six wonderful years of success with the Kisa Project, AfricAid began the research, design, and testing phase for a new program. **Binti Shupavu (‘Courageous Daughters’)** will focus on keeping younger, more vulnerable girls in school, and Kisa Alumnae who have graduated from university will lead as Binti Shupavu Mentors.

In January 2016, five Kisa Alumnae and Mentors demonstrated their courage in a very tangible way — they climbed Mt. Kilimanjaro! Groups of generous AfricAid donors have trekked Kilimanjaro many times in support of AfricAid, but 2016 was the first year a group of Tanzanian women joined the effort. Kisa Alumna Bettina said, **“My family are so proud of me. They see me as a hero. I want to tell young girls they are very strong, they have goals, they can do it, they have power!”** In a country where many still believe that sports are dangerous for women, Bettina and her friends had the courage to prove their strength through this monumental feat.

2016 also marks the first year that the Executive Director position is based in Tanzania, and I am honored to step into this role after four years as Country Director. I wish to express my deep gratitude and best wishes to outgoing Executive Director Maria Rosa Galter. In her nearly three years with AfricAid, we came to rely on Maria’s deep commitment to the mission and values of AfricAid as well as her tireless advocacy for AfricAid’s programs. We will miss her encouragement and thoughtful leadership and are privileged to still call her a friend.

Along with our growing programs, we have a growing staff! AfricAid US welcomed Julia Gatten as External Relations and Operations Coordinator in March and Lizzy Beach into the new role of Development Director in December. In Tanzania, Hadija Hassan was promoted to Kisa Project Manager in the Arusha Region and Eligrania Lema became our first Binti Shupavu Project Manager. We hired three new Kisa Mentors in the Kilimanjaro office, two of whom are Kisa Alumnae: Mwajabu Msofe, Magdalena Leonard Kitinya, and Aikande Robert Nkya.

Tanzania Operations Manager, Monica Swai, explains the important role our Mentors play: **“Mentors give Scholars the courage to carry on. To let them know their goals and dreams are valued, and they can actually achieve them. What we’re doing works and changes lives.”** And of course we could not do any of this life-changing work without the commitment of our many supporters and donors. Thank you for fifteen courageous years, and here’s to many more!

With gratitude,  
  
Jana Kinsey  
Executive Director



*\*Scholar and Alumna names have been changed throughout to protect privacy.*

## 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.

# about africaid

AfricAid (founded 2001) runs two programs to equip secondary school girls in Tanzania to reach their full potential as individuals, community members, and leaders. We support girls to complete their education, prepare them for meaningful employment, and empower them to be changemakers in their communities. The outcome is better-educated, healthier, confident, and resilient girls who take responsibility for their own futures and who, by demonstrating what girls can achieve, help increase the standing of women in Tanzania.

### *Kisa Project*

A two-year extracurricular leadership and life skills course for upper secondary school girls. Kisa Mentors teach weekly classes at 20 Partner Schools, and the curriculum is complemented by a suite of supporting events. Each of these activities improves the ability of Kisa Scholars to graduate secondary school, go on to university or college, and become future community leaders who positively impact the community.

### *Binti Shupavu*

A new initiative that provides a four-year life skills curriculum aimed at younger, more vulnerable, rural girls. Participants are lower secondary school girls who participate in weekly classes taught by Binti Shupavu Mentors who are also Kisa Alumnae. Our aim is to increase school retention and completion rates, as well as support transition to upper secondary, vocational training, or self-employment.

### *Mentoring*

AfricAid's Tanzanian Mentors are university-educated women who not only teach the curricula but also serve as role models, encouraging Scholars both inside and outside the classroom. **"I believe I was born to bring positive changes in my community,"** says Kisa Mentor Aikande. **"Being part of the Kisa Project is making my dream of helping girls a reality."** Mentors support Scholars to make their own choices and help them to realize their own educational, personal, and economic potential.

**"As a result of my involvement with Kisa, I gained confidence to fight for what is right or wrong, including the status quo about women. Moreover, confidence has helped me to an extent that I was able to contest the presidential leadership post at school. Before I joined the Kisa Project, I could not even stand and speak confidently and air out my views in front of my own class. Right now, I have enough confidence to stand in front of the whole of Tanzania and give a speech."**

**— Rehema, Kisa Scholar**



***The lessons from Kisa help me to believe in myself, trusting that everything under the sun is possible.*** —Rosemary, Kisa Scholar

## *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 to 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.



# 2016 impact numbers

## *Kili for Kisa by Hadija Hassan*

“Every morning after brushing my teeth I used to admire the beauty of Kilimanjaro. I promised myself to climb this highest mountain in Africa when I grew up. I believe that everybody has abilities to walk his/her dreams. This is what exactly happened to me, I walked through my dreams (literally!).

I climbed the mountain for seven days and it was the most amazing experience. Despite the fact that I had fun and enjoyed myself, climbing Kili was a real life experience because it was a learning trip too. I was able to practice some of the qualities of a socially responsible leader: to be patient, hardworking, goal



oriented, and a good team player. I was able to put my vision into reality as I reached the top of the mountain. I cannot deny the truth that it was very challenging, but I was able to reach the top as I kept encouraging myself and never lost hope.”

950

Kisa  
Scholars

20

Partner  
Schools

357

Health Symposium  
Attendees

1231

Career Day  
Participants

35

2 Day Challenge  
Group Projects

575

Kisa  
Alumnae



“I gained confidence which I never thought I will ever have to stand in a crowd and speak. I used to be this kind of girl who can have brilliant ideas but fear to speak it out. I would rather ask another person to do it or keep quiet which later on gave me lots of regrets, but now I can make decisions and speak out my views and express my feelings all without fear.”

— Augustina, Kisa Scholar

*I learned to have a vision for me and for my community.*

— Sarafina, Kisa Scholar



# kisa project: roadmap to success

Share.  
Grow.  
Lead.

*Start the journey here:*



## Scholar Recruitment

Kisa Mentors and Year 2 Scholars visit Partner Schools to share about Kisa and interview interested students.



## Kisa Classes Year 1

Scholars attend weekly classes with their Mentor on topics of leadership, relationships, and creating a vision in preparation for conducting a community assessment to present.



## Kisa Classes Year 2

Year 2 focuses on leadership in action and Scholars work in groups to prepare for the 2 Day Challenge.



## Health Symposium

Year 2 Scholars attend a Health Symposium led by local experts on physical and mental health (p. 10).



## Year 1 Presentations

Scholars present to judges and receive a certificate (p. 10).



## 2 Day Challenge

The last step before graduation is completing a 2 Day Challenge project to positively impact the community (p. 9).



## Career Day Year 2

Breakout groups help Scholars preparing for graduation (p. 10).



## Career Day Year 1

Scholars attend their first Career Day leadership conference, hear from successful women from across Tanzania, and receive their Kisa T-shirt (p. 10).



## Alumnae Network

After graduation Scholars stay connected during university and beyond (p. 11).

*“Now I can express myself well and offer help whenever necessary.”*

*—Clara, Kisa Scholar*

# new program: binti shupavu

Over the years working with our various Partner Schools, administrators frequently raised concern about the need for a junior project for younger girls who are just starting secondary school and facing multiple challenges.

Binti Shupavu ('Courageous Daughters') is a needs-driven training and mentoring program that gives vulnerable adolescent girls the knowledge, skills, and support they need to thrive both inside and outside of the school environment. Binti Shupavu addresses the high drop-out rate of younger adolescent girls during their most vulnerable years and aims to improve their confidence and resilience.

From April to May 2016, AfricAid conducted a participatory needs assessment in the Kilimanjaro Region to determine the key barriers preventing girls from completing secondary school. We developed the Binti Shupavu curriculum to help girls overcome these barriers, which include poverty, gender discrimination, early marriage, and lack of self confidence.

The curriculum will be implemented by skilled, AfricAid-trained Binti Shupavu Mentors who are also Kisa Alumnae and university graduates. AfricAid tested a prototype of Binti Shupavu in fall 2016 at four schools with 80 participants; in January 2017 we launched at ten Partner Schools with approximately 800 vulnerable adolescent girls.

The 2016 research phase was made possible by FT Kilimanjaro, a registered non-governmental organization in Tanzania.



**Binti Shupavu**  
courageous daughters

## Five Binti Shupavu units:

- Internal motivation and personal leadership
- Health and wellness
- Study skills
- Developing your potential
- Strength and resilience

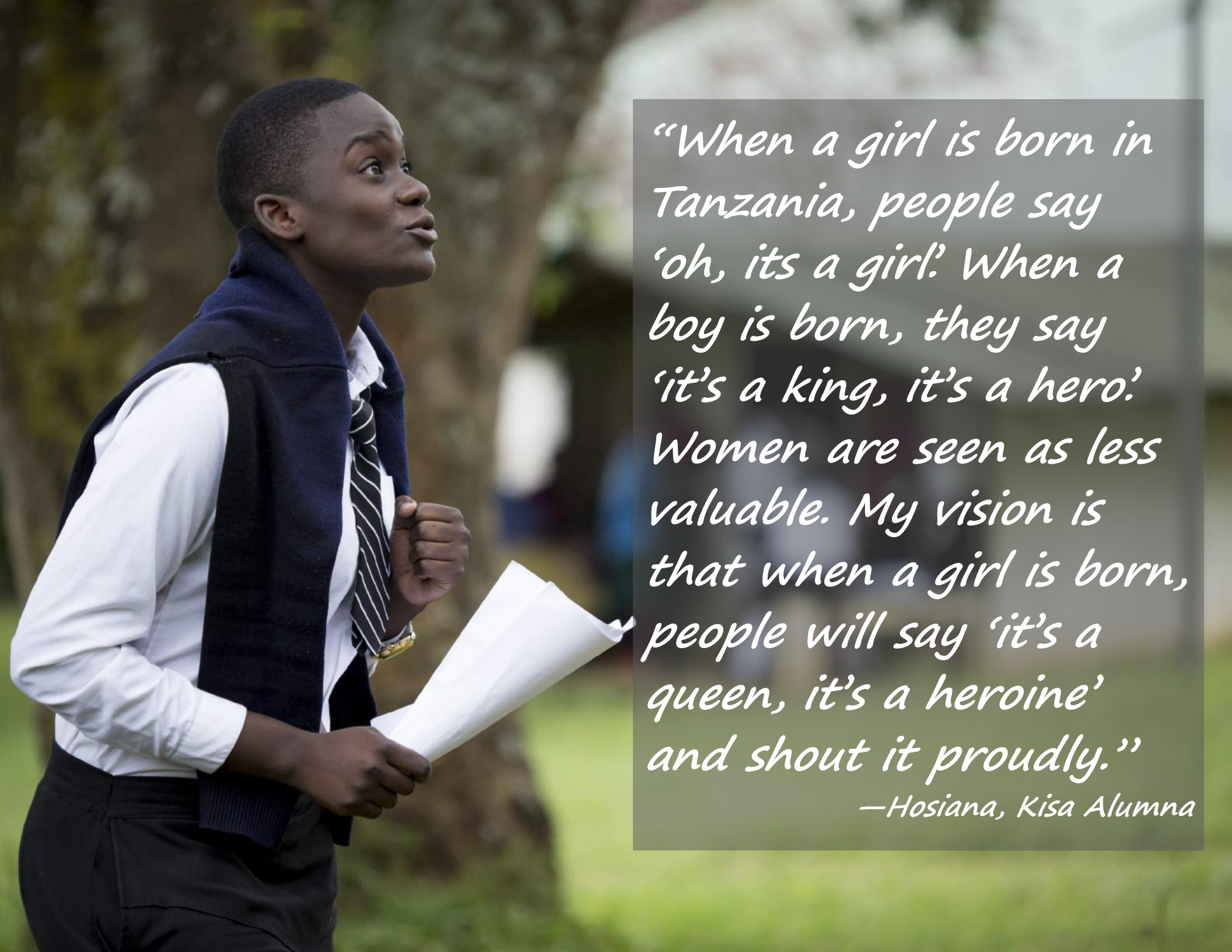
## Spiral Curriculum

The Binti Shupavu curriculum consists of five units delivered through monthly seminars and weekly small-group tutorials. Mentors provide Scholars with the knowledge, skills, and support they need to thrive while encouraging Scholars to develop their own personal strategies to realize their capabilities.

We utilize a model where the five units repeat each year, and their specificity and intensity progress in tandem with the Scholars. Our goal is to see girls reach graduation, but the spiral structure ensures that those who drop out of school early have still received training in every unit and have a greater chance at overcoming obstacles in life.



*"It's important to talk to girls about challenges females face. We don't really do that, and this can lead to a lot of problems."* —Flora, Teacher at a Binti Shupavu Partner School

A young woman with short dark hair, wearing a white long-sleeved shirt, a dark blue vest, and a striped tie, is shown in profile from the waist up. She is holding a white megaphone to her mouth and appears to be speaking. The background is a blurred outdoor setting with green grass and trees. On the right side of the image, there is a semi-transparent grey box containing a quote in white cursive text.

*“When a girl is born in Tanzania, people say ‘oh, its a girl.’ When a boy is born, they say ‘it’s a king, it’s a hero.’ Women are seen as less valuable. My vision is that when a girl is born, people will say ‘it’s a queen, it’s a heroine’ and shout it proudly.”*

*—Hosiana, Kisa Alumna*



# 2 day challenge projects

The 2 Day Challenge (2DC) began in 2015 to provide an opportunity for Kisa Scholars to apply knowledge gained in the classroom in a real-world setting while bringing direct benefit to local communities. 2DC integrates the community assessment undertaken in Year One with Year Two units on planning, budgeting, and entrepreneurship.

Scholars address issues facing their community with sustainable solutions and demonstrate that girls are capable of initiating positive change. *“Kisa is important to the communities because, for example, we have our 2 Day Challenge,”* says Kisa Mentor Asimwe. *“Through these projects, also their communities get an opportunity to benefit from Kisa.”* Scholars work with and through community leaders and are encouraged to partner with local organizations and engage community members in their project.

In 2016, 263 Year Two Scholars completed 35 group projects related to improved health outcomes, entrepreneurship, environmental issues, negative cultural practices, leadership, and quality education. Scholars complete the 2DC just before graduation as a capstone to the Kisa Project, 2DC also serves as a starting point for a lifetime commitment to initiating positive change in society.



## Just a few 2016 Projects...

- Planting vegetable gardens
- Addressing early pregnancy
- Addiction and drug abuse
- Environmental conservation
- Fighting malaria
- Combating FGM and polygamy
- Road safety for children
- Study skills tutorials
- Teaching women to make soap
- Blackboard painting

## Project Spotlight

One group helped secondary school students prepare for their exams by educating them on self-awareness and time management. Epifania explains, *“Failure of exams in governmental schools has been a problem to our community for a while, and so we have decided to come and educate them a bit to be able to perform and eradicate the failure so as to eradicate poverty.”* Their approach was to let the students first come up with possible solutions to this challenge. At the end, the Kisa Scholars gave them their suggestions, and showed the students that they have solutions for their problems inside themselves; they only need to think deeper and work together.

*“Through Kisa it’s where I have learned to be a visionary leader. Without Kisa I do not think I would be what I am right now.”* —Naomi, Kisa Scholar

*“Because of AfricAid my daughter always faces the future with successful hope.”*

*—Asmara, Mother of a Kisa Scholar*

# kisa project special events

Weekly Kisa Classes taught by Mentors form the core of the Kisa Project, but special events provide opportunities for support and connection to the community.



## Career Day

Career Day was established in 2011 to provide Kisa Scholars with a focused and informed approach to choosing a career path as well as the opportunity to network and ask questions of successful Tanzanian women. After five consecutive years of steadily increasing participation, we held two events in 2016 with a total of 1,231 Scholar and Alumnae participants, 30 volunteer small group leaders, and three keynote speakers.

Each speaker shared her own story about overcoming adversity. One emphasized, ***“It doesn’t matter who you are today, what matters is who you are going to be tomorrow. Never let anyone take away your dream.”***

Later in the day, small group sessions focused on different areas of interest, including teaching, law, medicine, aviation, engineering, finance, entrepreneurship, journalism, community development, and IT.

## Health Symposium

Health Symposia were held in Monduli, Arusha, and Moshi, with a total of 357 Year Two Scholars in attendance. Health Symposia are directly linked to the health and relationship units in the Kisa Curriculum, and AfricAid partners with local health and community service providers to reinforce the material and connect Scholars to local resources.

Guest speakers covered topics including personal relationships, feminine hygiene, sexual activity, family planning, HIV/AIDS, and drug and alcohol abuse while sharing their own personal experiences. Scholars are strongly encouraged to ask questions and to be active participants in the discussions and demonstrations. The Symposia aim to empower Scholars to make informed decisions that are in their own best interests while also considering the consequences of their decisions for their families and communities.



## Year 1 Presentations

At the end of Year One, every Kisa Scholar conducts a community assessment and presents a creative solution in front of a panel of their peers and community judges. The volunteer judges give feedback on the substance of her plan as well as her public speaking and presentation skills. In 2016, 404 Kisa Scholars presented on challenges such as drug abuse, early pregnancy, female genital mutilation, poverty, road accidents, polygamy, lack of toilets, and the position of women in the society.

The aim of the Year 1 Presentations is to see to what extent Kisa lessons have impacted Scholars in terms of their confidence, public speaking skills, and ability to give back to their communities. ***“I have been preparing my Scholars for Kisa Year 1 Presentations, and I am so excited because I want to see their progress that they have made for the whole year,”*** explains Kisa Mentor Mwajabu. For most Scholars this is the first time they will stand in front of an audience and share their own ideas. The best presenters receive awards and these ideas form the basis for the 2 Day Challenge projects.

# kisa alumnae network

“I really needed Kisa because I knew I wanted to become a leader, but I didn’t know how. Kisa taught me to believe in myself and to believe that I could do anything. It gave me space to dream and the confidence to believe. It changed my life a lot. The most important things were the mentoring I received from my Kisa Mentor Anande and the peer support from other Kisa Scholars. I came to understand the importance of having a support network and the rewards of finding the courage to trust others. Kisa gave me the best family anyone could ask for.”

—Lillian, Kisa Alumna

## *Kisa Alumnae give back*

One group of Alumnae planned and carried out a visit to Mwananyamala Hospital. Each Alumna was able to contribute a small amount of money to buy the items that they took to the sick people in Mwananyamala Hospital. They also visited with patients to provide encouragement.

Felista, who initiated the visit, felt good to have done that in her life. **“I am strong and have a responsibility of being there for those who are physically weak,”** said Felista. **“Kisa Alumnae have that feeling of being a family, the ‘Kisa family’, who care for the needs of the people in their communities.”**

The focus on giving back does not end when Kisa Scholars graduate but is alive as they continue to come together and do something for the community.

The Kisa Alumnae Network (KAN) was established in 2015 and now includes almost 600 members attending university and pursuing employment opportunities. KAN allows graduates to keep in touch with each other and AfricAid staff, build new networks, and access further personal and professional development opportunities in areas such as capacity building, communication skills, and public speaking.

In 2016, over 215 Alumnae attended either a KAN lunch or training and many more stayed connected online through social media. KAN lunches provide Alumnae a chance to share their new experiences, including how they have used skills gained in Kisa to overcome challenges. Alumnae are also able to discuss their progress, successes, and achievements with AfricAid staff.

Alumnae often brainstorm ways to positively impact their community, such as service projects to visit orphanages or hospitals. **“I can use my abilities as a leader to inspire others,”** said Kisa Alumna Jeniphar. **“Kisa unleashed my potentials.”** In addition to creating change in the community, Scholars also find ways to support one another. One Alumnae group planned to start a financial circle to help provide funding to begin small businesses.



**“My future vision for women in Tanzania is that they will become empowered... they will be fearless.”** —Julieth, Kisa Alumna

*“We are hoping in the long run, in five or ten years to come or in twenty years to come, all the girls in Tanzania will be able to think in a positive, capable way.”*

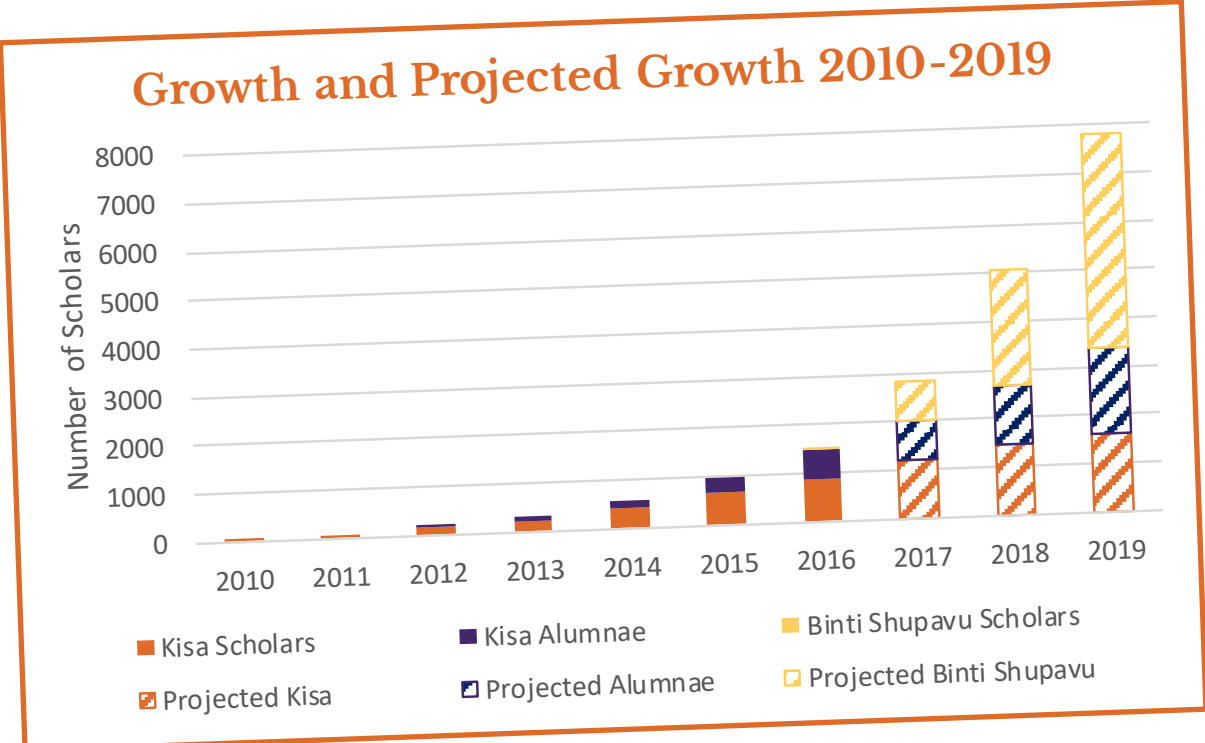
*—Devotha, Kisa Project Manager*

# looking forward

AfricAid is currently poised for significant strategic growth. Building on the success of the Kisa Project, we plan to scale up Binti Shupavu with the prospect of rolling it out across Tanzania. The first step is to fully fund Binti Shupavu at the pilot stage and ensure that throughout 2017, 2018, and 2019 we thoroughly test the program and make any necessary modifications to the curriculum, delivery model, and monitoring and evaluation system. We will carry out extensive research, strengthen relationships with the Ministry of Education, Science and Technology, and start formal discussions with a number of large bilateral funders.

Step two will be taking Binti Shupavu to scale, reaching thousands of vulnerable adolescent girls throughout Tanzania. Our aim is to demonstrate to the Tanzanian Government that relatively simple, low cost interventions during lower secondary school can have a significant impact on girls, creating a positive ripple effect across all of Tanzania.

Simultaneously, in line with our strategic vision, we plan to continue adding more Partner Schools for the Kisa Project at an average rate of four schools each year while expanding the resources we provide to the growing number of Kisa Alumnae. Our long-term goal is to provide the benefit of our mentoring programs to as many secondary school girls as we possibly can.



### Plans for 2017

- ◆ Continue our Kisa Project expansion in 2017 by adding more Kisa Classes at current Partner Schools where there is demand, which will increase total Kisa Scholars to 1,200.
- ◆ Begin the Binti Shupavu pilot at 10 Partner Schools in Kilimanjaro region, reaching 800 girls in 2017 and preparing for expansion to 2,400 Binti Shupavu Scholars in 2018.
- ◆ Expand Kisa Alumnae programming, including entrepreneurship guidance, business training, and job-readiness workshops. Assess the viability of recruiting a coordinator to oversee Alumnae programming.
- ◆ Find ways to communicate more frequently and effectively with Partner Schools, including Liaisons, heads of school, and other staff as student participation continues to grow.
- ◆ Ensure that local leaders and community stakeholders understand how the Kisa Project and Binti Shupavu benefit the entire community.

# 2016 financials

AfricAid's mission is carried out by a joint effort of AfricAid US and its sister organization, AfricAid Tanzania. Established in 2010 as a nonprofit NGO under Tanzanian laws and regulations, AfricAid Tanzania serves primarily to implement AfricAid's programs and is a separate and independent entity from AfricAid US with its own board of directors and staff.

Up until 2016, AfricAid US has been the primary funding source of AfricAid Tanzania. As programs have grown, grantors are beginning to provide funding directly to AfricAid Tanzania, a testament to the strength, professionalism, and sustainability of its operations.

Presented below are the financial results for 2016 for both AfricAid US and AfricAid Tanzania. The combined fundraising results for the two organizations are shown in the pie chart below in order to highlight the important role each organization plays in our shared fundraising effort.

## US Statement of Activities

01/01/2016 - 12/31/2016 (Unaudited)

### Revenue

Contributions & Special Events (Net)	\$	144,349
Grants	\$	156,990
In-kind Contributions	\$	-
Other	\$	4,911
<b>Total Revenue</b>	<b>\$</b>	<b>306,250</b>

### Expenditures

Program Services	\$	241,555
General & Administrative	\$	109,646
Fundraising	\$	59,247
<b>Total Expenditures</b>	<b>\$</b>	<b>410,448</b>

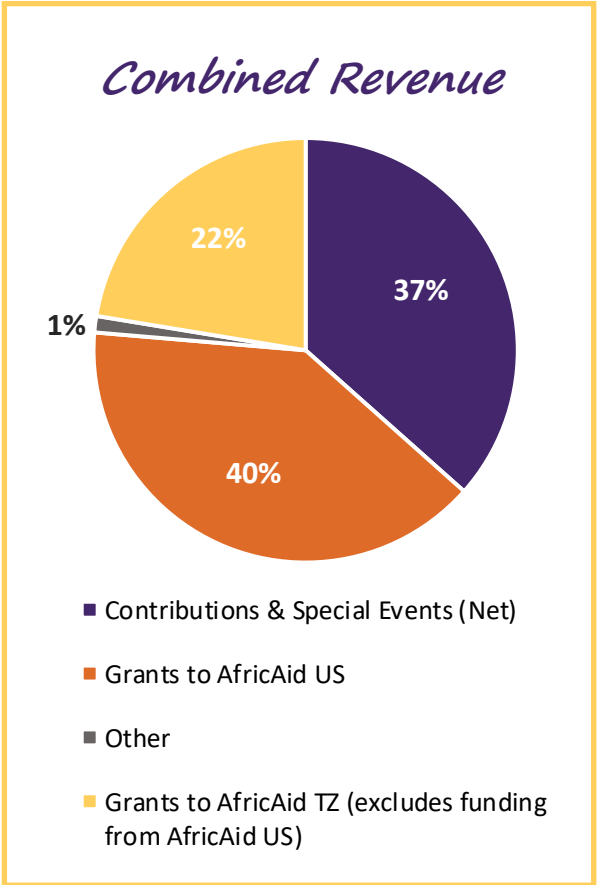
**Change in Net Assets** **\$ (104,198)**

### Assets

Cash	\$	185,507
Other Assets	\$	30,339
<b>Total Assets</b>	<b>\$</b>	<b>215,846</b>

### Liabilities and Net Assets

Liabilities	\$	55,106
Net Assets	\$	160,740
<b>Total Liabilities &amp; Net Assets</b>	<b>\$</b>	<b>215,846</b>



## Tanzania Statement of Activities

01/01/2016 - 12/31/2016 (Unaudited)

### Revenue

Funding from AfricAid US	156,886
Grants	88,450
In-kind Contributions	-
Other	-
<b>Total Revenue</b>	<b>\$ 245,336</b>

### Expenditures

Program Services	166,854
General & Administrative	42,467
Fundraising	5,800
<b>Total Expenditures</b>	<b>\$ 215,121</b>

**Change in Net Assets** **\$ 30,215**

*Note: Amounts converted from Tanzanian Shillings to US Dollars using an average exchange rate of 2,175:1. This unaudited statement was prepared according to Tanzanian accounting standards, which differ from US Generally Accepted Accounting Principles (GAAP).*

*"I became a leader of myself and others. Now more than ever I believe I can make a change."* —Magreth, Kisa Scholar

*“Working as a Mentor fills my heart with joy! I feel like I can inspire girls by sharing my own personal story, raising awareness, and teaching them how to be good leaders as they complete their Kisa training.” —Magdalena, Kisa Alumna and Mentor*

## honor roll

Donors noted below reflect gifts made between Jan. 1 - Dec. 31, 2016.

### *\$50,000+*

Anonymous Foundation  
Segal Family Foundation

### *\$10,000-\$49,999*

Anonymous Individual Donors  
Tom and Julie Denison  
FT Kilimanjaro  
Hugh and Michelle Harvey Family Foundation  
Imago Dei Fund  
The International Foundation  
She's the First  
St. Michael's & All Angels Episcopal Church  
Waterloo Foundation

### *\$5,000-\$9,999*

Africa Adventure Consultants  
The African Scholars Fund at the Denver Foundation  
Australian Volunteers International Community Grant  
Roger & Katherine Flahive Foundation  
Lynn Morgan  
The Rowe Foundation  
Richard and Nina Shuyler  
Theda and Tamblin Clark Smith Family Foundation, Inc.  
The Women's Foundation of Colorado  
Beyond our Borders Grant

### *\$1,000-\$4,999*

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Teri Appell  
Applewood Seed Co.  
James and Valerie Bickell  
BlackRock, Inc.  
Katy Burke and Randy Randle  
Charles Cannon  
Combined Federal Campaigns  
Tracy Curran  
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First Methodist Church Of Hendersonville  
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Ruth Krebs and Peter Mannetti  
Gene and Dee Milstein  
Robert & Christine Paige  
Carolyn Saade  
Erin Saade  
Jeremy & Julie Story  
Larry and Sandra Troyano  
University of Denver Women's College  
Charles & Cathi Vaaler  
Vertical Bridge REIT, LLC

### *\$500-\$999*

Jeff and Nancy Balter  
Claire Benson  
Michelle Bergen & Lisa Hubchik  
Bob & Alice Betts  
Laurence & Michele Chang  
Charles Schwab Foundation Employee Matching Gifts Program  
Michelle Coleman  
Mark & Linda Colville  
Community First Foundation  
Cornerstone Montessori School  
Sandy & Charlie Craft  
Serina Diniega  
Richard and Linda Egg  
Estes Park Quota Club Foundation, Inc.  
Evergreen Rotary Foundation, Inc.  
Karl & Teresa Ford  
Helen & Robert Gair  
Maria Rosa Galter  
Jeff and Kate Goss  
John & Carol Grudis  
Felicity Hannay & James Wood  
Julie Himstedt  
Janus Foundation  
Rex & Charene Jones  
Cynthia Kahn  
Carla and Kevin Larson  
David Levitt  
Kari Lillywhite  
Kylan and Jennifer Lundeen  
Lawrence Maggitti  
Melinda Marquis  
Purnee & Donald McCourt  
Wayne & Patricia Miller  
Alonzo and Sandy Norris  
Kathryn Pedelty

Norm and Carole Poppe  
Posner Center for International Development  
Rocky Mountain CFC  
Rocky Mountain Shirt Co., Inc.  
Benjamin Strawn and Colleen Morey  
Chad Thurman  
Kathleen Valenta  
Pearl Van Haveren  
Mary Zinn

### *Up to \$499*

Hannah Ahern  
Maren Alef  
Carolyn Alexander  
Ali's Closet  
Darrel & Sandy Anderson  
Jan Anderson  
Stacia Anderson  
Tim Aschenbrener & Beverly Butler  
Lisa Avendano  
Dan Eberhart & Karen Aviles  
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Kim Christopherson  
Jack Cochran  
Tina Coleman  
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Caroline Cramer  
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Dekker Deacon  
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Ann Dixon  
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## board and staff

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**Eligrania Lema**, Binti Shupavu Manager  
**Devotha Mlay**, Kisa Project Manager  
**Monica Swai**, Operations Manager  
**Oscar Chengelela**, Driver  
**Nice Kahembe**, Kisa Mentor  
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**Ngairie McCubben**, Program Development Coordinator  
**Chausiku Mkuya**, Kisa Mentor  
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**Esther Piniel**, Senior Kisa Mentor  
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### US Staff

**Lizzy Beach**, Development Director  
**Julia Gatten**, External Relations and Operations Coordinator  
**Michael Wright**, Finance and Operations Director

*"I was the one to stand for my community."*

*—Beatrice, Kisa Alumna*





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*“Not everyone gets an opportunity to be in the Kisa Project and those who get that opportunity will find that it changes their lives completely.”*

*—Nakunda, Kisa Alumna*