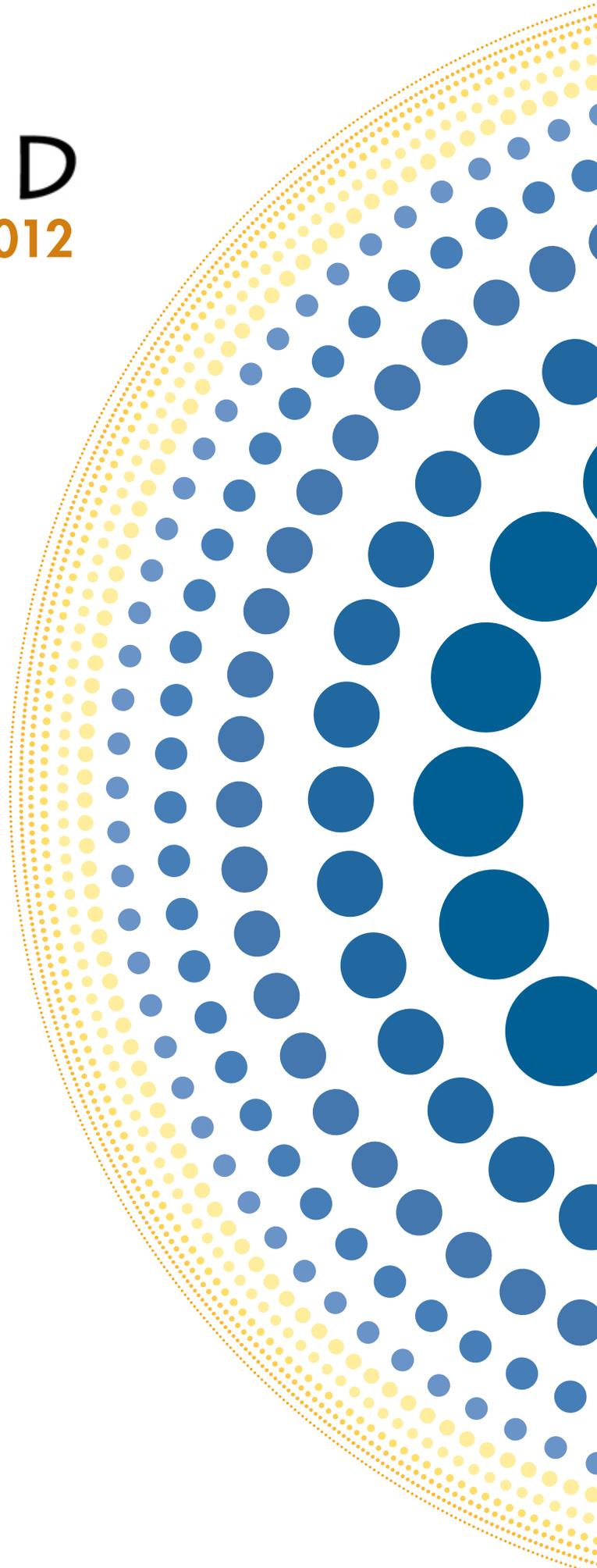




# AFRICAID

Annual Report 2012



## Table of Contents

### Letter from Executive Director

### Mission Statement

### Impact Since 2001

### Impact in 2012

2012 Successes at a Glance

2012 Timeline

The Kisa Project

Student Profile: Neema

Teaching in Action Teacher Training Program

Girls' Secondary and Tertiary Scholarships

Installation of Computer Labs

Losinoni Primary School

Upendo English Medium Primary School

Student Profile: Form 4 Student

### USAID Grant

### AfricAid Youth Service in America

### AfricAid Second Annual Group Trip to Tanzania

### E-Reader Launch at Upendo School

### AfricAid Hosts Discussion on Women's Empowerment at RedLine

### 2012 Financials

### Board of Directors and Collaborations

### Contact Us

## Letter from the Executive Director

We are filled with gratitude for all the wonderful things that have happened at AfricAid in 2012. It is certainly a time to pause and reflect on our progress, good fortune and strong results. I'm proud to share AfricAid's top 12 accomplishments of '12:

1. In January, AfricAid hired 2 amazing new Kisa Project Mentors in Tanzania, Jessica Shayo and Esther Piniel.
2. Our first Kisa class of 22 Scholars graduated from secondary school in February.
3. In March, the Colorado Academy AfricAid Club graciously hosted yet another successful AfricAid event.
4. In April, AfricAid brought 4 new partner schools into the fold as Kisa schools.
5. In May, as a new school year began in Tanzania, we welcomed a record 131 new Kisa Scholars across 9 schools to the Kisa Project.
6. In June, our TIA program, in partnership with Dr. Fran Vavrus and the University of Minnesota, brought over 59 teachers together from across Tanzania to learn more participative and new analytical teaching techniques.
7. Also in June, AfricAid hosted our second annual trip to Tanzania.
8. In July, AfricAid hosted an interactive community discussion at Denver's RedLine Art regarding women's empowerment.
9. In September, our 22 graduated Kisa Scholars concluded the final Leadership Immersion phase of their Kisa training (mentoring young girls in their home communities) and met in Arusha to discuss their experiences. These amazing young ladies helped to uplift, inspire and educate over 300 young Tanzanian girls.
10. AfricAid's 3rd annual fundraising gala, Art and Soul, took place in October and generated almost \$50,000 to support girls' education in Africa.
11. Also in October, AfricAid Tanzania hosted our largest Career Day to date, with over 200 Kisa Scholars hearing and learning from successful Tanzanian role models and each other in break-out sessions.
12. In December, AfricAid launched our first e-book program at Upendo English-Medium Primary School, bringing 60 new e-readers to the school together with our partner organization, WorldReader.

Simply reading this list makes me proud, determined and filled with gratitude. AfricAid has accomplished a great deal in a short time and is truly making a difference in the quality of education in Tanzania and the opportunities that young girls have available. We are committed to maintaining our momentum and continuing to help the girls who most need our support in the most creative, effective and efficient ways possible.

Our wonderful year was only possible with your help. Your talent, time, ideas, donations and feedback have made AfricAid what it is today. We look forward to continuing to partner in the future as we create real change in East Africa.

Sincerely,  
Elizabeth Abshire  
Executive Director, AfricAid

## AfricAid's Impact Since 2001

Since 2001, AfricAid has raised over \$1,700,000 to support over 44,000 Tanzanian students in their educational and professional goals. Specifically, AfricAid has:

Provided over 200 one-year scholarships to young Maasai women.

Funded the education of over a dozen Tanzanian women for medical school, teachers' training colleges, and clinical officer training colleges.

Implemented six Teaching in Action teacher training workshops completed by over 300 Tanzanian secondary school teachers from across the country. These teachers improve the quality of education offered to thousands of Tanzanian students each year.

Created the Kisa Project, a girls' scholarship and leadership training program that supports young women in helping them to become leaders in their communities and nation.

Funded the creation of an Assistant Medical Officer training program whose young female graduates will return to their communities to provide much-needed medical care.

Contributed building supplies and labor for the construction of ten primary and secondary school classrooms.

Completed the construction of a vocational center at an existing secondary school and equipped that center with a tailoring workshop and computer lab.

Provided computers for computer labs at nine schools.

Provided sewing machines for a vocational center for at-risk girls.

Provided over \$160,000 worth of school supplies and textbooks to eight schools.

Implemented a school lunch program for an impoverished rural Maasai primary school, that has increased school attendance by 30%.

Funded the construction of a water pipe that provides clean drinking water to a remote village primary school without a water source of its own.

Installed solar power at a rural Maasai primary school, giving teachers access for the first time to a computer, printer, and cell phone chargers.

Launched an e-reader program at an English-medium primary school in Usa River, providing 200+ children access to books for the first time.

Developed a greater culture of service learning and service activities among American youth through AfricAid Clubs formed throughout the US.

### Mission Statement:

**AfricAid is a nonprofit organization that supports girls' education in Africa in order to provide young women with the opportunity to transform their own lives and the futures of their communities.**

### Vision:

**To provide young African women with the opportunity to transform their own lives and the futures of their communities through thoughtfully crafted and executed educational programs that reach, teach and empower girls.**

### AfricAid works in the following ways to achieve this vision

**Reach:** AfricAid gives girls in Africa the basic opportunity to go to school. In Tanzania, education literally can be the difference between life and death. This is a frightening reality in a country where 95 percent of girls do not finish high school. AfricAid reaches these girls through our scholarship programs, helping to give them a voice in their future, and in the future of their communities.

**Teach:** It is not enough to simply provide hope and get girls in the classroom. AfricAid teaches these young African women and helps them achieve their potential in the classroom. AfricAid helps to pave this crucial path by ensuring that girls in Tanzania have relevant, high-quality learning experiences while in school. Our initiatives provide vocational and teacher training, build classrooms at overcrowded schools, supply textbooks and computers, and fund school lunches for undernourished students.

**Empower:** Finally, there is a saying in Africa that if you educate a man you educate an individual, but if you educate a woman you educate a community. By giving these women the tools they need to improve their lives and the lives of those around them, AfricAid empowers young African girls to become leaders, reaching the next generation of girls.

## AfricAid's Impact in 2012

*Successes-At-A-Glance*

Kisa Project growing! AfricAid's Kisa Project, a girls' scholarship and leadership training program that helps young African women become leaders in their communities and nation, grew to 190 girls in 2012, with help from grants from USAID, The Segal Foundation, Harvey Family Foundation and The Flahive Family Foundation. Kisa Scholars communicate monthly with their American sponsors through kisaproject.org. Another 150 girls are expected to be added in 2013!

The 2012 annual TIA seminar was 100% Tanzanian-led, while Dr. Frances Vavrus, the program's founder, continued to provide oversight and guidance. 59 Tanzanian teachers learned how to use participatory, student-centered teaching methods. These teachers have improved the quality of education for thousands of Tanzanian students.

AfricAid installed three new low-cost computer labs in Tanzanian schools, serving over 1,500 students, bringing the total number of AfricAid-funded computer labs in Tanzania to 11.

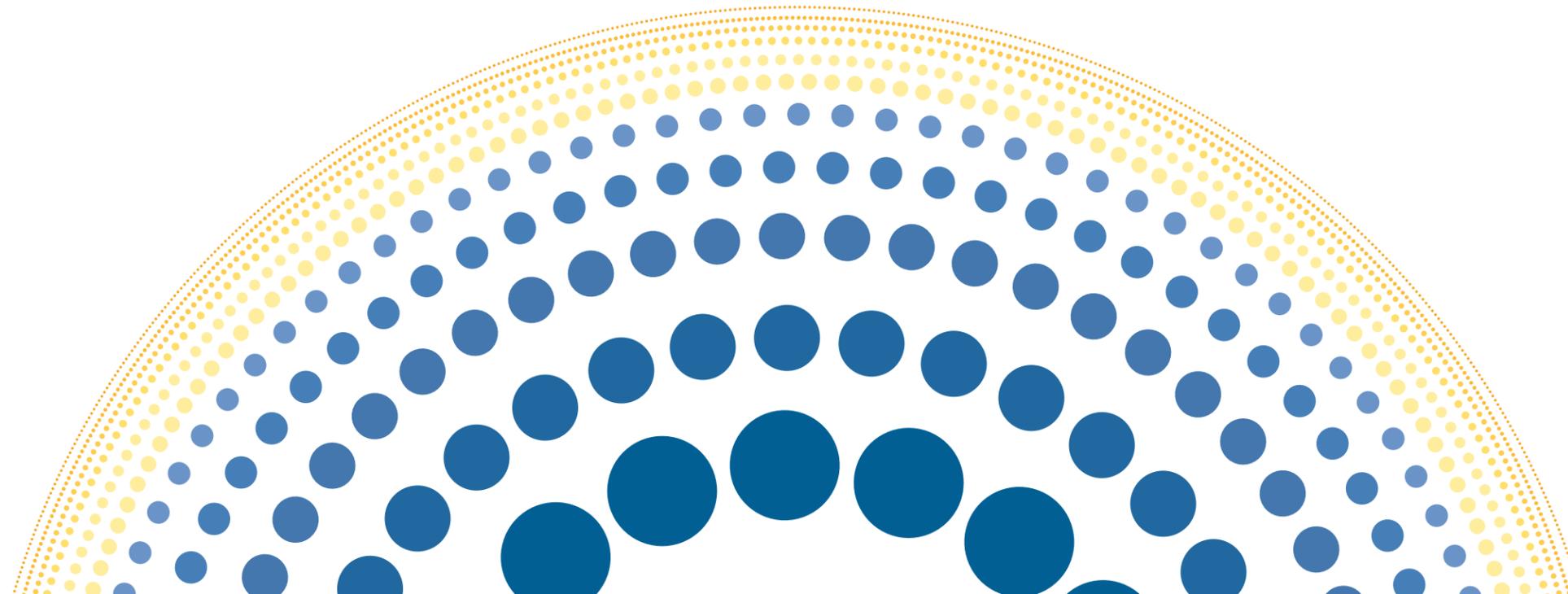
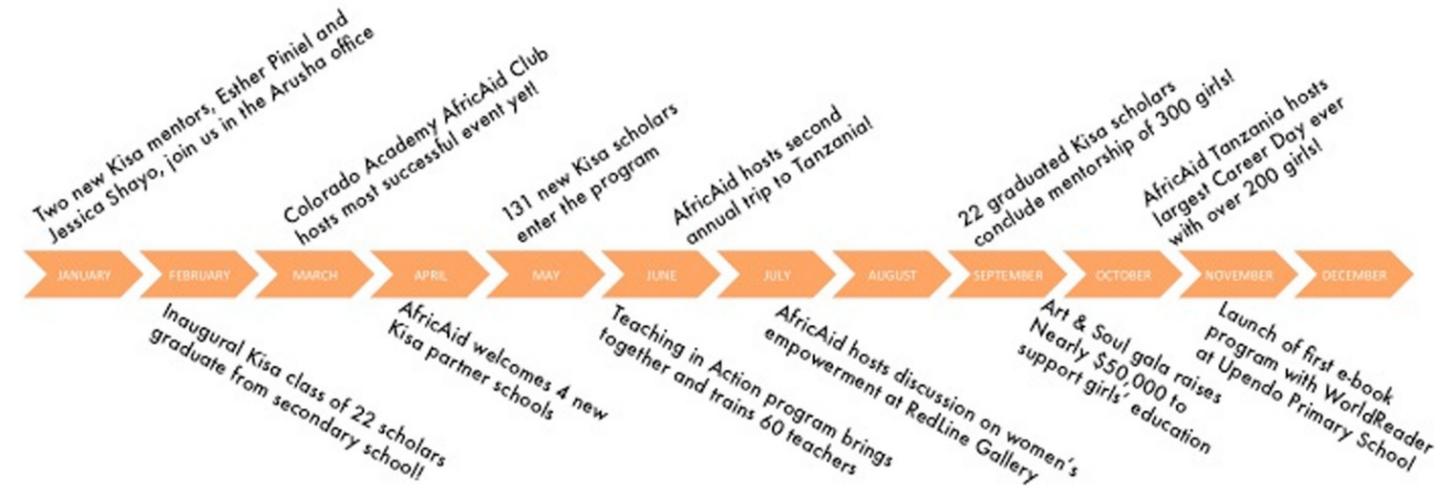
As a result of AfricAid's work at Losinoni Primary School in supporting classroom construction, a solar power installation, a school lunch program and textbooks, attendance has increased by 30% and the graduation rate has increased from 20% to 98% in six years! Nearly 328,000 lunches were provided at Losinoni Primary School in 2012 alone.

Several former AfricAid scholarship recipients are continuing their education at teachers' and nurses' training colleges.

AfricAid launched its first e-reader program at Upendo English-Medium Primary School bringing 50 e-readers to the school.

Tanzanian girls in AfricAid's Kisa Project created their own digital stories, sharing their experiences and hopes for the future in 3-minute videos.

## 2012 Timeline



## The Kisa Project

In 2010, AfricAid initiated the Kisa Project, a girls' scholarship and leadership training program in Tanzania.

Kisa means "story" in Swahili, and through this AfricAid initiative, young women in Africa have the opportunity to write a new future story – both for themselves and for their communities. Through the Kisa Project, young women are supported as they complete the final two years of their high school education, while also participating in a weekly leadership training program with powerful Tanzanian women mentors. The 2-year training culminates in these "Kisa Scholars" returning to their home communities for a 6-month "Leadership Immersion" period, mentoring other groups of girls in what they learned through Kisa. In this way, the Kisa Project works to uplift the next generation of women leaders across Tanzania.

At the same time, our Kisa Scholars log on to computers every week, using the low-cost labs that AfricAid installs at every Kisa partner school. While there, the girls sign into [www.kisaproject.org](http://www.kisaproject.org), a user-friendly social network that allows them to connect with other Kisa Scholars, with their Kisa Sponsors in the United States, and with other Tanzanian women leaders who are part of the Kisa network. In this way, Kisa Scholars not only learn vital computer skills, but also build the support networks they need in order to become leaders and agents of change in their communities.

The Kisa Project was officially launched in 2009 and AfricAid initiated the pilot year of the program in 2010 with 22 young women at two Tanzanian partner schools. Over the course of the first year, the Kisa Scholars met weekly with their Tanzanian mentors and developed meaningful relationships with their American sponsors through monthly, guided conversations on [www.kisaproject.org](http://www.kisaproject.org). Within the first four months of the program, the Kisa Scholars even started their own small-scale social business to teach computer skills to women and students in their communities! In 2011, 60 new young women joined Kisa to receive the same hands-on training and mentoring during their last 2 years of secondary school. In 2012, 131 new Scholars joined the Kisa program. The first class of Kisa Scholars graduated from secondary school in February 2012 and implemented their 6-month Leadership Immersion mentoring phase. The Kisa program also offers special events, such as its "Career Day", where dynamic professional women share their life stories with the Kisa Scholars. Over 200 Scholars, staff and friends of the project attended the 2012 event, which took place in October.

The results we have seen thus far are both encouraging and very rewarding:

- In February 2012, our first Kisa class of 22 girls graduated from secondary school. The Kisa graduation rate was 100%, in a country in which only 5% of girls graduate from secondary school, and where each year of secondary school completed adds 20% to a girls' eventual wages.
- Over the next 6 months, those 22 girls mentored over 300 young girls in their home communities, giving them critical lessons in life skills, leadership, and entrepreneurship in a supportive community environment.
- 91% of our graduated Kisa scholars are going on to university or another form of post-secondary training, in a country in which less than 1% of women have any training/education post secondary school.
- 60 Kisa scholars graduated from secondary school in February 2013, and they will in turn mentor another 900 young girls over the following 6 months!
- We'll be welcoming our largest Kisa class yet in Spring 2013 – 150 girls!

The Kisa Project has been recognized and supported by the Tanzanian Ministry of Education, USAID, the Women's Foundation of Colorado, DoSomething.org, NComputing, She's the First, Educate!, and the Center for Digital Storytelling.

## Kisa Scholar Profile: Neema Petro

Neema was born and raised in Kibondo village in Tanzania's Kigoma region; Neema Petro grew up a happy little girl. She enjoyed family love from both parents and her siblings. When she turned six years old, some sad moments began in her life when her father passed away. Later her mother got sick and the little sources of income the family had gradually diminished. Being the first-born and without anyone to support them, Neema had to search for a job to earn money for the family.

Neema was forced to stay at home for two years doing farm work to earn something for her family instead of being in class like her peers. Finally, in 2011, Neema joined Enaboishu High School, one of our Kisa partner schools in Arusha. Eager and enthusiastic to learn new and different things, Neema applied for the Kisa Project and was accepted. She has enjoyed every moment in the project, learning how to lead, share and grow. But the challenges were not over for Neema. She had been diagnosed with stomach cancer and has been battling the disease while in school. Neema felt a renewed sense of hope as AfricAid began to support her by covering her medical costs. She is receiving medical treatments while awaiting a stomach operation in January 2013.

Neema is so thankful for AfricAid and the Kisa Project, for it has not only provided life and leadership skills, but it has also provided new light in her life; she is so grateful for the opportunity to learn and to be a witness to the power of sharing. The first child in her family to be educated, Neema hopes to make it to university level in order to pursue an International Relations degree. Her dream is to become a Tanzanian ambassador.

**For a young woman who's already overcome so much in her life, this doesn't seem like too far a reach!**

## Teaching in Action Teacher Training Program

In June of 2012, 59 teachers from 36 schools gathered on the campus of Mwenge College of Education in Moshi, Tanzania to participate in the sixth annual Teaching in Action (TIA) program, sponsored by AfricAid. Teachers came from across Tanzania to attend the workshop – in fact, schools located a 25-hour bus ride away had heard about the workshop and sent their teachers to participate. During their time together, the teachers and faculty worked together to learn and practice student-centered, interactive teaching methods that each teacher will bring back to his or her school.

In Tanzania, students are usually taught through rote memorization and are rarely encouraged to use critical thinking skills. This is not surprising given the conditions that teachers face in Tanzania: there are often more than 50 students in a classroom, most of whom do not have access to school supplies of any sort. In addition, the children are often at very different levels academically. Facing these challenges, Tanzanian teachers struggle to truly engage their students in the learning process.

The Teaching in Action teacher training workshop was developed by Dr. Frances Vavrus, in collaboration with the faculty at Mwenge College of Education in Tanzania, in order to address these challenges. Each year, teachers from across the country gather to learn how to better engage their students – even in difficult learning environments – and prepare them for academic and professional success. Each day, teachers learn about different topics relevant to Tanzanian high schools, such as gender and inclusive education, teaching English, and utilizing locally available and low-cost materials to make effective teaching aids. This year, the faculty of Mwenge made a great leap forward in completely organizing and leading the program for the first time ever!

The TIA program has been recognized with funding and support from the Planet Wheeler Foundation, the TAG Foundation, the Provost Fund at Columbia University, the University of Minnesota and the Open Society Institute. The impact is truly enormous for the thousands of students who will benefit from a better education in their classroom! Through a collaborative grant from The MasterCard Foundation, the TIA program will be expanded beginning in 2013 to include a school-based component that will bring TIA training directly to Tanzanian secondary schools, enabling it to reach even more teachers and students.

## Girls' Secondary and Tertiary Scholarships

During 2012, AfricAid continued to support motivated young women in their educational goals. AfricAid provided boarding school scholarships to young women at the Maasai Girls Secondary School in Monduli, Tanzania, and Upendo English-Medium Primary School in Usa River, Tanzania. 24 students directly benefited from these scholarships. Additionally, in 2011, AfricAid sponsored several tertiary-level scholarships for teacher training, a profession that is critical yet not highly regarded or supported in Tanzanian culture.

## Installation of Computer Labs

In 2012, AfricAid installed low-cost computer labs in three additional Tanzanian schools, making it possible for over 1,500 students to develop critical computer skills.

The labs were installed at Maasi Girls School, Cornerstone Leadership Academy, and Engutoto, using low-cost NComputing technology and open source software that helps safeguard against the viruses that so often cripple Tanzanian labs.

AfricAid has been recognized in several ways for our innovative use of technology, including a case study published by NComputing.

## Losinoni Primary School

AfricAid has funded the construction of four new classrooms, a solar power installation, new latrines, desks, textbooks and the renovation of several buildings at this rural Maasai school. In addition, AfricAid continues to partner with the school's "Maasai Mamas" – the mothers of the school's students – who make beautiful beaded jewelry that AfricAid then sells in the United States. AfricAid uses that money to fund a school lunch program for the students, many of who receive just one evening meal of porridge and walk miles to and from school each day. Specifically in 2012, AfricAid supported the completion of 2 classroom buildings, sold bracelets, and served over 328,000 lunches. Attendance at the school has increased by 30 percent since the lunch program was implemented, and the nutritious lunch enables students to actively participate in their classes!

In June of 2012, AfricAid supporters visited and camped at Losinoni on our second annual trip. Trip participants received a unique glance into life in a rural, Maasai village and got to interact with the children first-hand and see all the progress that has been made there. They were also able to meet the dynamic Head of School, Mr. Ezekiel, who first started working with AfricAid in 2004.

## Upendo English Medium Primary School

AfricAid continues to fund textbooks and supplies and support numerous students through scholarships at Upendo Primary School in Usa River. In 2012, AfricAid provided scholarships for 14 children to attend school, started a Montessori Program for the pre-kindergarten school, and launched an e-reader program. Our board member, Betsy Hoke, personally started the Montessori Program and has tirelessly raised funding support for it. The e-reader program brought 50 e-readers to the school, allowing children access to them during library time where they can select from hundreds of story books, classics, and textbooks in both Swahili and English.

Upendo School Form 4 Student:

**"I've never read a story before.**

**I thought books were just textbooks.**

**Now I want to read all the time!"**

## USAID Grant

In June 2011 AfricAid announced that it had been awarded a three-year grant from the United States Agency for International Development (USAID) to support desperately needed education for young women in Africa. The \$150,000 grant supports The Kisa Project in Tanzania, AfricAid's flagship leadership initiative that provides scholarships and training to African girls in secondary school. The grant enables AfricAid to reach, teach, and empower young women, in a part of the world where they are often denied basic educational opportunities, despite the well-documented and critically-needed social impact that comes from women's education. 2012 was the second year of the grant and it allowed AfricAid to continue to expand the program and maintain its very high level of quality and effectiveness.

**"We were able to significantly grow and expand the Kisa Program with USAID's very generous support. It has enabled us to positively impact the lives of hundreds of Tanzanian young women and we're very grateful for the opportunity,"** said Elizabeth Abshire, AfricAid's Executive Director.

## AfricAid's Youth Service in America

AfricAid is dedicated to the belief that we in the United States have an increasing responsibility to help build a culture of service learning and service activities among the youth of America. To achieve this end, AfricAid has helped to initiate and support the development of "AfricAid Clubs" across the country, and has provided ongoing support to groups of students who have become sponsors in AfricAid's new Kisa Project. Through these experiences, students across the United States have the opportunity to learn about life for students in Africa, to form strong bonds with a young woman in Tanzania, and to understand the value and satisfaction that comes from developing lifelong habits of serving, giving, and caring.

AfricAid now has 13 school clubs across the country supporting Kisa scholars and it is continuing to grow. AfricAid is inspired by the hundreds of students who have worked creatively and passionately across the United States to learn about the lives of students in Africa, and to reach out a helping hand to provide rare educational opportunities!

## AfricAid's Second Annual Group Trip to Tanzania

AfricAid and Africa Adventure Consultant's second guided, fund-raising trip to Tanzania took place in June 2012. Participants witnessed AfricAid's programs first-hand in visits to four AfricAid partner schools and had the opportunity to truly experience the Tanzanian culture through home visits. The trip also included the classic safari experience. The group visited Tarangire, Ngorongoro Crater and the Serengeti.

The trip provided a very unique opportunity to see AfricAid's life-changing programs close-up and to be invited into Tanzanian schools and homes. The group visited two primary schools: Upendo and Losinoni, and one secondary school: Arusha Secondary. There was a blend of public and private, and urban and rural schools, but one thing was constant – the beautiful children who simply want to learn and make their lives and communities better. Multiple home visits, including a visit to a traditional Maasai home, afforded the opportunity to better understand the culture in an authentic, unfiltered way.

The three game park visits were extraordinary and offered the chance to see some of the famed wildebeest migration, as well as hundreds of other animals from the tiny dik dik to the mighty lion. Venturing out among a field of elephants is truly a life-changing, awe-inducing moment.

We're planning to make some changes to the trip in the future to make it more modular so more people can participate in a way that fits their schedule.

## E-Reader Launch at Upendo School

**"Even though school is out for the break, we are back in the classroom today and tomorrow from 1-3 because these kids want to learn!! How cool is that??!!"** - Michael Smith, WorldReader Program

Upendo Primary School is the pioneer school of AfricAid's e-reader program, and received 60 Amazon Kindle readers on December 1st. This program was made possible by a generous grant from WorldReader, a US-based non-profit that works to develop and deliver e-reader technology.

The e-reader program at Upendo is making a big impact. Three or four students used to share one textbook, but now students have access to thousands of books at their fingertips. And not just textbooks, but also stories and literature from both local African and international authors. One student shared that he had never read a story, just textbooks, before the e-readers were launched.

This new technology has inspired teachers and students to read, learn and explore more even on their days off. According to our partner Michael Smith, with WorldReader program who was at the Upendo launch

**"These kids are so excited, the teachers are so motivated and the work here is just beginning."**

AfricAid is excited to see all the ways these e-readers will enhance and expand the educational experience of the students at Upendo Primary School.

## AfricAid Hosts Discussion on Women's Empowerment as Part of RedLine's "Off the Beaten Path: Violence, Women and Art" Exhibit

Executive Director, Elizabeth Abshire, led a discussion about the role education plays in women's empowerment. AfricAid was thrilled to participate in this event as a community leader on the topic. The exhibit featured 32 contemporary artists with works addressing the theme of violence against women and girls. The project hoped to **"create awareness, inspiration and address the systems for positive social change and action"**. Over 30 people attended, saw the powerful exhibit and shared their thoughts on the topic. We hope that we'll get the opportunity to partner with RedLine and the Denver community again very soon.

# 2012 Financials

## Financial Statements

(Unaudited)

### Statement of Activities 1/1/2012 - 12/31/2012

#### Revenue

Individual Contributions	\$162,620
Foundation Grants	130,104
Fundraising Events	55,056
Donated School Supplies and Other Assets	3,684
Other	2,271
<b>Total Revenue</b>	<b>353,735</b>

#### Expenditures

Program Funding	\$161,541
Program Expenses	93,004
Sub-Total	254,545
Fundraising	61,298
Administrative	62,582
<b>Total Expenditures</b>	<b>\$378,425</b>

**Change in Net Assets (\$24,690)**

Note: Excludes In-Kind Contributions

#### Assets

Cash	\$213,427
Other Assets	1,578
<b>Total Assets</b>	<b>\$215,005</b>

#### Liabilities and Net Assets

Liabilities	\$538
Net Assets	214,467
<b>Total</b>	<b>\$215,005</b>

## Board of Directors and Collaborations

### Board of Directors:

Rocco Dodson  
Emily Droll  
Felicity Hannay  
Gretchen Healey  
Betsy Hoke  
Bazi Kanani  
Ruth Krebs  
Dr. Doug Millham  
Kent Redding  
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Richard Shuyler  
Ashley Shuyler  
Jeremy Story  
Krista Warnick  
Mark Williams  
Dr. Frances Vavrus, Special Advisor

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Dr. Augustine Mahiga, former Tanzanian  
Ambassador to the United Nations  
Amina Ndiko  
Esupat Ngulupa  
Susan Simonson  
Margaret Kenyi (September 2012)  
Mary Bura (September 2012)

### Staff:

Elizabeth Abshire, Executive Director  
Laura Walter, Operations Director  
Valerie Weich, Development Consultant  
Tait Flint, Country Director  
Jana Hardy, Assistant Country Director  
Anande Nnko, Kisa Mentor  
Esther Piniel, Kisa Mentor  
Jessica Shayo, Kisa Mentor

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### 2012 Sponsors and Partners:

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Educate!  
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Graland Country Day School  
Harvey Family Foundation  
Mentoring Montessori & more  
Merage Foundation  
Metropolitan Homes  
Milstein Family Foundation  
Missionwell  
MSN Communications  
Mythics  
Nelnet  
Pforzheimer Fund  
RedLine Art  
Rotary Club of Evergreen, CO  
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Students of Stanford University  
Swanee Hunt Family Foundation  
TEK Systems  
USAID  
Vintage Fringe  
WorldReader

**Thank You!**

## Contact Us: