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

“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

*Scholar and Alumna names have been changed throughout to protect privacy.
The lessons from Kisa help me to believe in myself, trusting that everything under the sun is possible. —Rosemary, Kisa Scholar

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
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.
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.”

“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

2016 impact numbers

| Kisa Scholars | 950 |
| Partner Schools | 20 |
| Health Symposium Attendees | 357 |
| Career Day Participants | 1231 |
| 2 Day Challenge Group Projects | 35 |
| Kisa Alumnae | 575 |
Scholars attend their first Career Day leadership conference, hear from successful women from across Tanzania, and receive their Kisa T-shirt (p. 10).

"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.

“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
“When a girl is born in Tanzania, people say ‘oh, it’s 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
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.

"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
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.

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.
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 Alumnae Jeniphar. “Kisa unleashed my potential.” 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.

“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.

“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

“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.
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)

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<th>Revenue</th>
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<td>Contributions &amp; Special Events (Net)</td>
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<td>Grants</td>
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<td>Other</td>
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**Tanzania Statement of Activities**
01/01/2016 - 12/31/2016 (Unaudited)

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<td>Change in Net Assets</td>
<td><strong>30,215</strong></td>
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Note: Amounts converted from Tanzanian Shillings to US Dollars using an average exchange rate of 2,175:1. This un audited 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

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

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Segal Family Foundation

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“I was the one to stand for my community.”
—Beatrice, Kisa Alumna

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Sandy Troyano
Mark Williams

Tanzania Board
Susan Simonson, Board Chair
Mary Bura
Tine Hemelings
Victor Katambala
Margaret Kenyi
Jacky Kwame
John Laiser
Nengarivo Eliyaho Teveli

Executive Director
Jana Hardy Kinsey

Tanzania Staff
Hadija Hassan, Kisa Project Manager
Eligrania Lema, Binti Shupavu Manager
Devotha Mlay, Kisa Project Manager
Monica Swai, Operations Manager
Oscar Chengelela, Driver
Nice Kahembe, Kisa Mentor
Magdalena Leonard Kitinya, Kisa Mentor
Ngaire McCubben, Program Development Coordinator
Chausiku Mkuya, Kisa Mentor
Mwajabu Msowe, Kisa Mentor
Aikande Robert Nkya, Kisa Mentor
Esther Piniel, Senior Kisa Mentor
Asimwe Suedi, Kisa Mentor

US Staff
Lizzy Beach, Development Director
Julia Gatten, External Relations and Operations Coordinator
Michael Wright, Finance and Operations Director
“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