AFRICAID

ANNUAL REPORT 2017

2017 IMPACT

2080 Binti Shupavu + Kisa Scholars

1300 Kisa Career Day Attendees

606 Kisa Health Symposium Participants

245 Binti Shupavu Parents at Engagement Events

27 Arusha + Kilimanjaro Partner Schools

1 New AfricAid Tagline!
What do you think?

MENTOR GIRLS. DEVELOP LEADERS. TRANSFORM COMMUNITIES.

Dear AfricAid Friends and Supporters,

2017 was a year full of growth and celebration. We reached a new milestone of serving over **2,000** girls, piloted a new initiative, and hired eight new staff members in Tanzania, all of whom are Kisa Project Alumnae! After a year of transition in 2016, we had all the pieces in place for a successful and inspiring 2017.

In January, we launched the pilot of **Binti Shupavu**, our new program that provides adolescent girls with the knowledge and skills they need to thrive. Binti Shupavu Mentors are Kisa Alumnae who work closely with vulnerable young girls to ensure they are able to stay in school, live healthier lives, and make confident and positive choices. *Learn all about Binti Shupavu on page 6.*

After recruiting 810 Binti Shupavu Scholars at 10 Partner Schools, the program overcame some early struggles and laid a foundation for exponential growth in the next five years. *Check out the graph on page 5.* At the same time, the **Kisa Project** continued to expand, recruiting 557 eager new Scholars in August. *See page 10 for more on Kisa.* Can you believe the Kisa Project began in 2010 with only 22 girls at two Partner Schools? In 2017, we celebrated a combined 2,080 girls in Kisa Project and Binti Shupavu. Plus, we are on track to double our impact in 2018 and provide mentoring and leadership training to over 4,000 girls!

Of course, none of this would be possible without all of you. Thank you for your steadfast belief that girls can ignite change. ***You*** provide girls with a Mentor who values their ideas and encourages them. ***You*** support young women to develop into resilient and confident leaders. ***You*** help increase the standing of women in Tanzania through AfricAid's Scholars and staff who demonstrate that educated girls have the power to transform their own lives and their communities.

Thank you for being a part of our journey. I am excited for what lies ahead.

With Appreciation,

Jana Kinsey
Executive Director

AFRICAID

Mentor Girls. Develop Leaders. Transform Communities.

AfricAid mentors secondary school girls in Tanzania to complete their education, develop into confident leaders, and transform their own lives and their communities. We equip girls to overcome challenges and reach their full potential because educated girls create lasting positive change. The outcome is proactive, resilient, and socially-responsible girls who secure better jobs, raise healthier families, and increase the standing of women in society.

AfricAid offers two extracurricular programs at 27 Partner Schools in the Arusha and Kilimanjaro Regions of Tanzania:

BINTI SHUPAVU

Binti Shupavu is a four-year life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls.

KISA PROJECT

Kisa Project is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive social change in their communities.

HOW IS BINTI SHUPAVU DIFFERENT FROM KISA?

Binti Shupavu works with girls in Ordinary Levels (similar to grades 7-10 in the United States) to specifically address the high dropout rate of girls at this vulnerable age and encourage them to become leaders in their own lives. Kisa works with girls in Advanced Levels (similar to grades 11-12) with a focus on cultivating the skills necessary to succeed at university and providing young women with opportunities to emerge as leaders in their communities.

Key Differences:

- Binti Shupavu is streamlined to reach more students at a lower cost, and classes typically consist of 40 Scholars compared to 20 Scholars in each Kisa Class.
- Since Kisa has limited class sizes, girls apply and complete an interview. Any girl is welcome to join Binti Shupavu, though she must meet the attendance requirement to remain a Scholar.
- Most Kisa Scholars attend boarding schools, which can be hours away from home. Binti Scholars are usually at day schools and return home each night. This makes it crucial to engage with parents as well. *Learn more on page 7.*
- All Binti Shupavu activities take place at school, whereas Kisa includes several special events held off campus. *Learn more on page 10.*
- AfricAid employs a Binti Shupavu social worker who addresses factors that affect dropout rates by working directly with families and schools.
- Binti Shupavu utilizes a repeating “spiral” curriculum, ensuring that girls who drop out still gain some knowledge in every area. Kisa builds over the course of two years, culminating in the 2 Day Challenge as a capstone. *Learn more on page 11.*

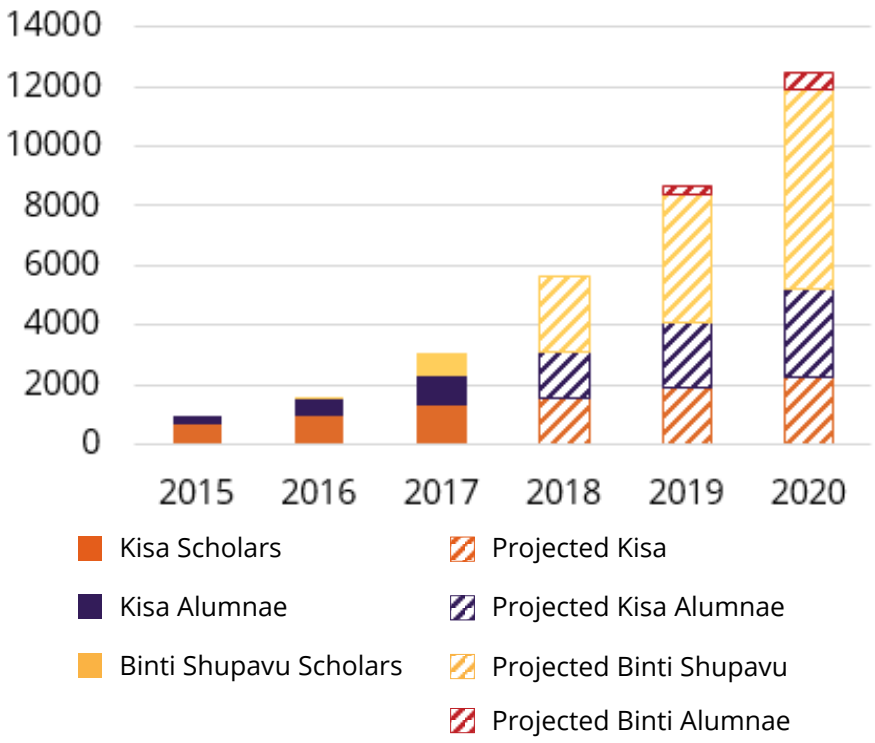
ON THE BLOG
africaid.org/patricia

Whenever you see this symbol, it means there's more details on our blog so that you can dig deeper. Start by reading all about our Kisa Scholar Patricia!

P.S. Scholar names are always changed to protect identity.

GROWTH 2015-2020

Kisa started in 2010 with 22 girls and numbers have steadily grown. With the launch of Binti Shupavu in 2017, we had a combined total of 2,080 Scholars. By 2020, we anticipate over 12,000 combined Scholars and Alumnae.



MISSION

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

BELIEFS

Girls have rights.

Girls are capable.

Girls can ignite change.

VISION

Our 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.

Binti Shupavu

COURAGEOUS DAUGHTERS

Binti Shupavu is a four-year, extracurricular life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls. Binti Shupavu means *Courageous Daughters* in Swahili, and through the program girls learn to be confident, resilient, and determined in order to make their own choices, complete their education, and reach their goals.

After a participatory needs assessment in 2016, AfricAid customized the new program to address key obstacles faced by adolescent girls, including gender discrimination, early marriage, poverty, and lack of self-confidence. In January 2017, we launched the pilot for Binti Shupavu in 10 Partner Schools in the Kilimanjaro region, recruiting 810 girls to join.

Violeth and the other Binti Shupavu Mentors are all Kisa Alumnae.

BINTI SHUPAVU UNITS

MOTIVATION AND PERSONAL LEADERSHIP

Scholars learn to believe in their own potential to succeed. They meet their Mentor and define their hopes and dreams.

HEALTH AND WELLNESS

Girls often lack access to crucial information on sexual health, menstruation, and mental health. Mentors share how to take care of changing bodies and minds.

STUDY SKILLS

The third unit ensures that Scholars have the academic tools to excel, including making a personal plan for success and learning how to ask for help.

DEVELOPING YOUR POTENTIAL

Scholars learn to develop confidence, make good decisions, and recognize positive influences.

STRENGTH AND RESILIENCE

Mentors address sources of strength to help Scholars persist in the face of obstacles inside and outside the classroom as they fight for their own education.

"Binti Shupavu is great because it reaches girls who really need help. It teaches them to think, plan, and really understand the importance of staying in school. Sometimes they tell me that they don't really know why they are at school, so we help them to see why it's important.

Giving knowledge to young girls and having an impact on their lives is so important to me. I really enjoy it when I can see that they understand a lesson well – I know it will help them for their future. I even have one girl who rushes home after class so she can share what she has learned with others in her community!"

-Violeth, Binti Shupavu Mentor and Kisa Alumna

THE IMPORTANCE OF PARENTS

A parent or guardian's support is invaluable for any student to succeed, yet lack of parent care remains one of the challenges most secondary school girls face. AfricAid addresses this by running Parent Engagement Events to motivate positive attitudes towards educating girls and to encourage parents to advocate for their daughter's education. The events were received well with over 245 participants attending from all 10 Binti Shupavu Partner Schools.

"The Binti lessons are very important to us girls, and I would love to see my fellow girls back in the community benefit as I do. I have asked my Mentor to volunteer to go with me into the community and teach my fellow girls or to give me the necessary materials for me to teach them by myself."

-Stella, Binti Shupavu Scholar

Binti Shupavu Scholars like Stella love to share what they are learning with friends, family, and schoolmates.

85%

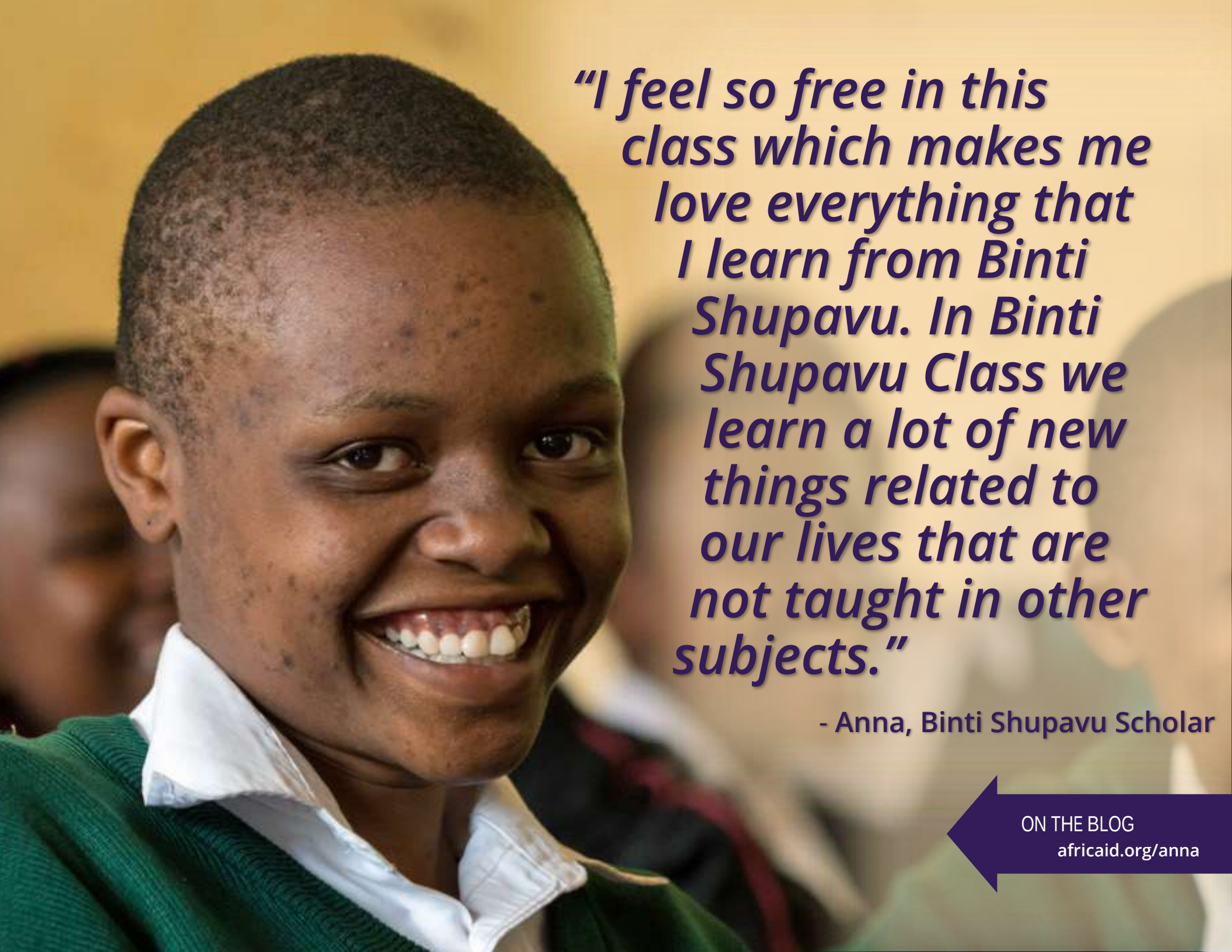
Binti Shupavu had a staggering retention rate of 85% rate in 2017. Our goal is 88% by 2020.

46

46 Scholars invited friends to class who eventually decided to join the program.

245

Parents attended engagement events to discuss the importance of educating their daughters.


"I feel so free in this class which makes me love everything that I learn from Binti Shupavu. In Binti Shupavu Class we learn a lot of new things related to our lives that are not taught in other subjects."
- Anna, Binti Shupavu Scholar
ON THE BLOG
africaid.org/anna

"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 Mentors Anande and Esther and the peer support from other Kisa Scholars. This gave me the encouragement to ultimately become Head Girl at my school.

As a woman you meet a lot of obstacles and a lot you face will try to knock you down. Whenever I take a step and get knocked down, even though it's hard to stand up, I dust myself off and start the journey again. Having learned what knocked me down, I know what to change. I always learn from obstacles, and I try not to make the same mistake again. I just try to knock those obstacles out of my way!

I want to inspire and share with other girls. So many people have given me hope and inspiration, so that I can gain something. It's a blessing for you if others succeed through your hand. I like to invest in other people and give back for all that I have received. I want girls to understand that they have within themselves the capability to become the best version of themselves and to achieve anything they set their mind to.

It feels good to see how these girls stand up on their feet and want to become better, to be transformed, and to be dreamers with a vision to see those dreams come true. Mentoring younger girls is one of the best things you can do. I also learn from the girls, so it's a win-win. And I really like dealing with people now. I can deal with any type of personality. When you know people, I think you know the world."

-Eliakunda, Kisa Mentor and Alumna

Eliakunda was one of the first Kisa Scholars in 2011. Since then, she has earned a degree in sociology while spending many hours as an AfricAid volunteer and substitute Mentor. She became a full-time Kisa Mentor in July 2017.

ON THE BLOG
africaid.org/ellie

The Kisa Project is a two-year, extracurricular leadership course that prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Kisa means *Story* in Swahili. Through Kisa, young Tanzanian women become the creative authors of their own future stories as they share their ideas, grow as individuals, and lead projects in their communities.

In 2017, AfricAid enrolled 1,353 Kisa Scholars with 592 Scholars completing Year 1 Presentations and 323 Scholars who conducting 32 different 2 Day Challenge Projects.

Mai hugs a Scholar at Career Day while presenting an award.

KISA SPECIAL EVENTS

KISA CLASSES

Weekly Kisa Classes are taught by university-educated female Mentors and form the core of the Kisa Project.

HEALTH SYMPOSIUM

AfricAid partners with health experts to connect Scholars to local resources and reinforce wellness topics. The participatory session provides a safe space to learn about relationships, feminine hygiene, drugs and alcohol, sexual activity, and HIV/AIDS.

CAREER DAY

Successful Tanzanian women share inspiring stories and advice in a high-energy, off-site environment. Scholars also attend small groups to explore careers.

YEAR 1 PRESENTATIONS

Each Scholar conducts a community needs assessment and presents her own creative solution in front of a panel of her peers and community judges.

2 DAY CHALLENGE

The capstone project of Kisa, Scholars work in groups to apply skills and knowledge gained over the two years while bringing a positive change to their communities and demonstrating the power of girls.

KISA ALUMNA SUCCEEDS AND GIVES BACK

For the first time ever, one of the guest speakers at Career Day was a Kisa Alumna. Stumai "Mai" Simba was an early Kisa graduate in 2013 and has since started three businesses. Mai exclaimed to over 1,000 Scholars, "Everything is possible" and encouraged Scholars to stay focused. Scholars cheered loudly for her and many attended her afternoon break-out session to find out how she achieved her business success and ask personal questions.

"Because I'm educated, I decided to sell porridge in a very creative, new way," Mai shared. She uses mobile carts to set up in busy commuter areas or near hospitals (where people must bring their own food to family members). She adds extra ingredients, like coconut and vanilla, and wants to pioneer fortified options for children and those who are HIV positive. "In Dar es Salaam people are calling it the best porridge because of the nice branding, and I sell it differently from the normal local way. Soon, porridge will be everywhere, just like Coca Cola!"

"I have been inspired by Miss Mai. From her story I have learned how to stay focused and move on even though there are a lot of challenges. We should never give up."

-Neyonkulu, Kisa Scholar

Aside from creating a porridge empire, Mai also has an innovative plan to hire disabled people. She knows that someone whose legs do not work could still sit at one of her stands and serve customers. "Our society thinks that disabled people cannot work. I want to change people's perceptions as they pass by," explains Mai. Finding creative solutions and serving your community are core tenets of the Kisa Project, and Mai has clearly taken both of these to heart.

"2 Day Challenge is the moment of giving back to my community that gift and privilege I have been offered by Kisa as a trusted leader. It's the time I face the world as a leader in a different way, with new perspectives."

-Naomi, Kisa Scholar

Naomi and her classmates served lunch to children in need.

76%

26% of Kisa Alumnae have already started a business and 50% plan to do so in the future.

10%

In 2017 Kisa Scholars scored 10% higher than the national average on the final exam of secondary school.

96%

96% of Kisa Alumnae actively seek leadership roles in their school, work, or community.

FINANCIALS

AfricAid achieves its mission through a joint effort of AfricAid US and its sister organization, AfricAid Tanzania (TZ). Established in 2010 as an NGO under Tanzanian laws, AfricAid TZ implements AfricAid's programs and is a separate and independent entity from AfricAid US with its own board of directors and staff.

Before 2016, AfricAid US was the primary funding source of AfricAid TZ. As its programs have grown, though, grantors are increasingly sending funds to AfricAid TZ directly. AfricAid considers this trend to be a desirable outcome that demonstrates the confidence grantors have in the work of our programs; however, AfricAid US absorbs the majority of the fundraising and administrative expenses associated with these grants. While this arrangement allows AfricAid TZ to devote substantially more of its resources toward programs, it unfavorably skews AfricAid US's functional expense ratios.

Presented here are the financial results for 2017 for both AfricAid US and AfricAid TZ. The combined fundraising revenue for the two organizations is shown in the pie chart in order to highlight the important role each organization plays in our shared fundraising effort. Thank you for helping us raise $749,813 to mentor girls, develop leaders, and transform communities.

TANZANIA FINANCIAL STATEMENT

01/01/2017 - 12/31/2017
Unaudited*

Revenue

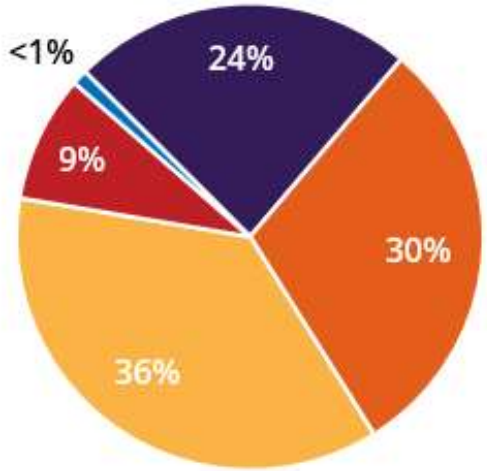
Funding from AfricAid US	$ 144,217
Grants	$ 271,795
Total Revenue	**$ 416,012**

Expense

Program Services	$ 233,648
Management & General	$ 80,891
Fundraising	-
Total Expense	**$ 314,539**
Change in Net Assets	**$ 101,473**

**Note: Unaudited AfricAid (TZ) statements, with certain amounts converted from Tanzanian Shillings to US Dollars at the average monthly exchange rate then in effect for each month of 2017 (averaging 2,194:1 over the entire year).*

2017 COMBINED REVENUE



- Individual & Corporate
- Grants to AfricAid US
- Grants to AfricAid TZ (excluding funds from AfricAid US)
- Special Events (Net)
- Other (includes in-kind)

US FINANCIAL STATEMENT

01/01/2017 - 12/31/2017
Based on 2017 Audited Financials

Revenue

Grants	$ 227,625
Individual & Corporate	$ 180,781
Special Events (Net)	$ 67,034
In-Kind Contributions	$ 1,867
Other	$ 711
Total Revenue	**$ 478,018**

Expense

Program Services	$ 226,404
Management & General	$ 86,663
Fundraising	$ 106,330
Total Expense	**$ 419,397**
Change in Net Assets	**$ 58,621**

Assets

Cash & Cash Equivalents	$ 294,260
Other Assets	$ 67,396
Total Assets	**$ 361,656**

Liabilities & Net Assets

Liabilities	$ 9,380
Net Assets	$ 352,276
Total Liabilities & Net Assets	**$ 361,656**

EXECUTIVE DIRECTOR

Jana Hardy Kinsey

TANZANIA STAFF

Managers

Monica Swai, *Operations Manager*
Devotha Mlay, *Kisa Project Manager*
Hadija Hassan, *Kisa Project Manager*
Asimwe Suedi, *Binti Shupavu Project Manager*

Kisa Mentors

Eliakunda Kaaya
Nice Kahembe
Magdalena Kitinya
Mary Maika
Subira Manyama
Chausiku Mkuya
Mwajabu Msofe
Aikande Muro
Esther Piniel
Aikande Roberts

Binti Shupavu Mentors

Salma Omary
Violeth Shayo
Theresia Stephen
Irene Tairo

Drivers

Oscar Chengelela
Asantael Maro

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Julia Gatten, *Communications Director*
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Alecia McClure, *Communications Volunteer*
Ngaire McCubben, *Program Development Coord.*
Jenica Noble, *Grant Writer*
Pamela Whitman, *Program Development Advisor*

We are incredibly grateful for the hard work and dedication of our volunteers as well as the many interns who work in both the US and Tanzania offices. We couldn't do it without you. Thank you!

AfricAid staff gathered for a farewell outing in honor of long-term volunteer Ngaire McCubben (front row, 3rd from right), who spent three years as a part of our team and played an integral role in developing Binti Shupavu.

HONOR ROLL

$150,000 +

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THIS ONE'S A VIDEO!
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"Kisa is like family. Even though it is a class, it is like home. Kisa is a place to discover myself, dream big, grow my leadership story, and uncover life's mysteries with my Kisa Mentor. My favorite Kisa lesson is 'Innovative Vision' as it paves the way for changes in my life and my community."

-Patricia, Kisa Scholar

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