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# Annual Report for Umoja Tanzania Incorporated

## 2020

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## Message from the Co-Founder & CEO, Caroline Goody.



*Caroline Goody in a meeting with Ian Jordan, founder of the MacKillop Scholarship*

As we embarked on a new year in January 2020, we did so with excitement of change and growth. I arrived in Australia mid-January with major fundraising events planned in Adelaide, Melbourne, the Hawkesbury and Sydney – ‘Africa Nights’ and ‘A Taste of Tanzania’. This was to be the biggest fundraising tour ever achieved for Umoja! In addition, talks and presentations were booked in and our supporters were ready to start raising funds for the renovations of our new site. Meanwhile we were in the midst of recruiting eager young people to join the Foundation Programme and they started in February alongside ISC Programme participants.

In March the Umoja Centre closed following government directions and in efforts to help stop the spread of COVID-19 and all fundraising events were cancelled in Australia. We then had the monumental task of moving online for the staff and conducting outreach only for the Umoja youth. By June, it was pretty clear that I would not be leaving Australia for the remainder of 2020 and some tough decisions had to be made. After much thought, planning and discussions with advisors, donors, Umoja UK and our Tanzanian Board of Directors (thank you all!), I decided not to return to Tanzania and to recruit a new Tanzanian Director. After a very thorough recruitment process, we were delighted to offer the position to Hilda Lema who will join the team in February 2021. I continue to serve Umoja in the role of CEO with responsibilities including the development of the new site, fundraising, communications and overall strategic planning.

Despite the challenges that 2020 brought, I am incredibly proud of the team in Tanzania who adapted so well to a lot of changes and I was thrilled to treat them to an end of year party at the Gran Melia Hotel! (With thanks to several friends and family who donated for this wonderful gift!)

Our major donors ELMA Philanthropies and the Segal Family Foundation stepped in to support us further, making up for much of our financial losses. Thank you to all involved for your knowledge of our needs and commitment. I would also like to thank all of our individual donors, sponsors and supporters who have committed to Umoja throughout these difficult times.

Looking forward to a better 2021 and beyond!

Warmest Wishes,

## Vision

To see young people in Tanzania educated, empowered and living free from poverty, abuse and exploitation.

## Mission

Our mission is to provide education and welfare support to the most vulnerable children and young people in Tanzania, empowering them to develop the knowledge and skills needed to create positive change for themselves and the wider community.

## Constitution & Board Members

Umoja Tanzania Incorporated was registered on the 29th July 2009, under the Non-Governmental Organizations Act (2002) with Registration Number (00NGO/000033335) and is operating in accordance with its governing constitution. The Board of Directors oversee Umoja on a voluntary basis and follow the rules of the constitution.

Board of Directors:

- Amani Mandia - Chairperson
- Tumaini Joseph - Secretary
- Chausiku Mkuya – Treasurer
- Lucy Kiloba - Member
- Caroline Goody – Member
- Geoff Gaskell – Member

Umoja Tanzania Incorporated is partnered with Umoja UK, a registered UK Charity (1136792).

Umoja is proud to be a partner for Project J602 Umoja with Global Development Group (ABN 57 102 400 993)



Umoja Tanzania's Board of Directors

## At Umoja, we believe that young people have a right to lead lives free of poverty, abuse, and exploitation.

For a young person to thrive they need a holistic education, physical and mental health, and good livelihoods. At Umoja, based in Arusha, Northern Tanzania, we provide these services to a select group of vulnerable youth. We want our youth to not only survive, but thrive. We provide the freedom and security these young people need to become the authors of their own lives.



### Achievements

- ➔ 95% of Umoja Graduates, who have completed their education are now in full time employment.
- ➔ Since 2009 Umoja has provided full time, holistic education and welfare services to hundreds of vulnerable Tanzanian youth.
- ➔ Eight Umoja Graduates are employed directly by Umoja, fulfilling key roles in the organization.
- ➔ Essential Life Skills knowledge, including sexual and menstrual health and HIV prevention, given to over 3000 Tanzanian young people through our in-house programmes, Social Enterprise and youth-led community outreach work.



### Key programme areas



#### Education

We provide a variety of educational options to children and young adults. Education is vital for young people to achieve their goals, become independent and rise out of poverty.



#### Health & Welfare

To ensure our youth transition into adulthood safely and empowered, we provide a range of medical and psycho-social support and extra curricular activities, including the arts and sports.



#### Livelihoods

Our goal is for all our graduates to be self-sufficient, employed and leading a dignified life. Umoja graduates are equipped to support future generations, thus breaking cycles of poverty.



## Our Team

Umoja's Director, Caroline Goody, has moved into the role of CEO and is currently based in Australia. Hilda Lema was recruited in December as Director and will start work at Umoja in February 2021. We are excited about this positive change for Umoja and welcome Hilda to the team.



Umoja's Graduate Staff

We were delighted to recruit five additional full time teachers in 2020 who teach a range of subjects in our ISC and Foundation programmes. Ms Chami, Mr Lembris, Mr Lomnyaki and Mr Frank joined our teaching team after long periods of volunteering for Umoja and Mr. Method was recruited later in the year as our English Teacher. Lembris and Lomnyaki are graduates of the Umoja programme, and having completed their Bachelor Degree in education, we were proud to offer them full time employment.

Another long term local volunteer and Umoja graduate, Asanterabi Meshack, was recruited into the position of Finance and Administration Officer, after graduating from a Bachelor's degree in Accountancy.

We are lucky to have a close-knit team of motivated, generous and hard-working individuals, comprised of the following:

- 30 full-time Tanzanian staff (12 female, 18 male)
- 2 Local Volunteers
- 9 of the current staff are Umoja graduates



Unfortunately we did not receive the support of any additional international volunteers, due to COVID-19. Anne Pallischeck (USA) continued in her role as Education Advisor and Trainer for the first half of the year. Thank you Anne for your excellent support in training and mentoring our academic team.

International Volunteer, Anne, with Umoja programme participants.

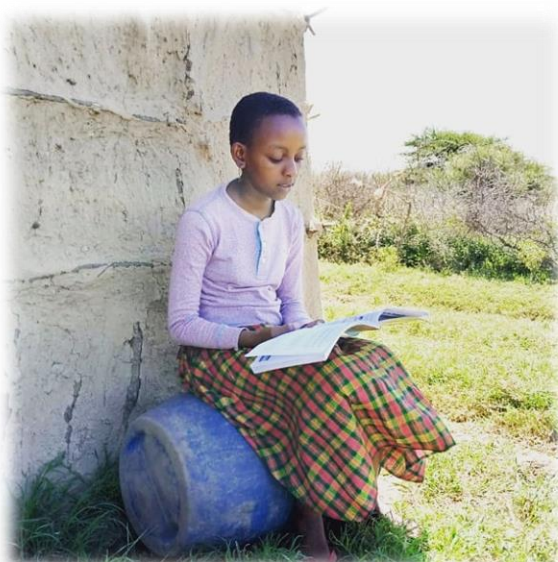
## Capacity Building:

Umoja actively looks for opportunities to offer further training to our team. In 2020 there were less opportunities, however some of the highlights offered were:

Capacity Building Initiative	Explanation
Bachelor in Economics and Finance	Umoja graduate, Asanterabi Msechu, completed his sponsored degree. He has been volunteering at Umoja throughout his degree and now is employed full time as Finance and Administration Assistant.
Bachelor in Governance and Development	Outplacement Coordinator, Michael Gombe, is continuing with a degree in Governance and Development.
Director Mentoring	Caroline Goody had 3 hours of professional mentoring / coaching with Dr Kate McAlpine, focusing on her transition out of Tanzania and into a new role and the subsequent recruitment process.
Review of Child/Youth Protection Policy	Review training for all staff on Child/Youth Protection.
Positive Teaching Methodologies	Training was conducted with the academic team on aligning teaching methodologies with the values of Umoja Tanzania.

## Activities

The COVID-19 global crisis has had a significant impact on Umoja Tanzania and our programmes. We have not been able to reach several of our targets across all programmes, due to the centre being closed, a lack of funds or various restrictions in place.



Home schooling in Tanzania, using resources delivered by the centre bus.

Umoja was closed from March until July, which severely impacted all of our programmes and educational outcomes of the beneficiaries. Without the possibility of online classes, many students have suffered academically, but still were required to sit for the national exams in October and November 2020 so the team focused their attentions on them to ensure that most at least passed.

Due to international supporters being unable to host fundraising activities, the new site has not been renovated and we have been unable to relocate from our rental property.

In our Social Enterprise Programme, it was a challenge to source materials for the sanitary kits (due to border closures) and sales were not increased due to a lack of marketing opportunities and assumed funding issues for our clients.



We adapted to the current need and made reusable face masks which we distributed to our staff, programme participants and other vulnerable members of the community.

During the lockdown, we were able to reach 500 families and provide them with food packs, reusable masks, soap and hand sanitizer. The Umoja team mapped out the areas where our youth live and distributed these packs in our centre bus. We also distributed 80 packs of food, masks and soap to the families of our Pre-School students, who attended the centre to collect.

Umoja team visited rural areas, such as Longido, to reach our youth and their families, to assess wellbeing and provide essential study and food packs. We also delivered other packs to students in the Simanjiro region, by using the local buses.

144 Umoja youth received masks and 75 youth study packs which included worksheets and library books. An additional 10 primary school children received packs in rural areas. These were prepared by the teaching team and distributed to various areas around Arusha, ensuring that our students could reach the bus by foot. This was conducted three times.

Once we opened in July we were equipped the centre with additional cleaning supplies, four handwashing stations, soap and sanitizer.



Charlie receives his pack from Umoja – which includes soap, sanitizer, a mask as well as study materials.



## Beneficiary Stories

*Stooko. 'I was very happy to receive the package from Umoja, most of the questions appeared in my final National examination came from the package I had received, my friends and I used them to discuss and learn more, also the teachers from Simanjiro secondary school used the same materials to set examination for their students'.*

*Sakayo. 'I had already forgotten a lot about school due to attending domestic chores, when the package reached me it reminded me about school, I used the soap with my family to properly wash our hands, body and the clothes'.*

*Penina. 'My brother invested his time to teach me some of the hard-to-understand lessons, it was a good time as he was at home from COVID-19 break. I shared the soap and the foods together with my family.*

*Grace. 'Receiving the radio from Umoja helped me to listen on the COVID-19 situation at my country plus following of the learning sessions through the radio, the materials facilitated me to stay updated about school matters'.*



## International Youth Day

In 2020 we had plans to reach 1000 youth in Arusha through a large-scale event marking International Youth Day. Due to the unknown situation of COVID-19 in Tanzania, we opted to cancel this large public event and opted to reach young Tanzanians through the media. ITV Tanzania spent Youth Day 2020 with us at Umoja, filming speeches, our march, dramas and more which made the national news! Evaline Irunde (Umoja Social Worker and Graduate) was then invited by ITV to be interviewed at length in Dar es Salaam. You can see both clips [here](#).



## Successes

Being able to navigate the programmes through COVID-19, without closure or staff redundancies is a success. Although we have not been able to grow, in particular with our new site, we have been able to retain all of our staff and keep the programmes going.

There have been many individual successes with our youth, but two particular cases that stand out are with Asanterabi and Grace. Asanterabi completed a bachelor of accountancy on a full scholarship with Umoja and is now employed full time as Administration and Finance Assistant at Umoja. Coming from a children's home to Umoja, Grace has always achieved top results, despite her home challenges. We were delighted to put her forward for a scholarship with Le Solstice Foundation and she has embarked at her new Secondary School in January 2021.



*"Thank you Umoja. I started my O -level studies in 2012 after being recruited at Umoja Centre. Afterwards I went to high school and then I joined the Institute of Accountancy Arusha (IAA) to study a bachelor degree of economics for three years. I graduated on 7th December 2020 which marked a really excitement step in my life. I am lucky, not only a graduate of Umoja but also employed for a position of administration and Finance assistance, the salary I get I use to support myself and my family." Asanterabi*

*"Umoja helped me in all education matters from middle class to where I am now. I got basic needs, health insurance and counselling from our social worker hence I get to know my right and responsibilities as a child. Last year, I completed my primary education and I scored A's in all five subjects. I did interview in Henry Gogarty secondary school, I passed and looking forward to start secondary studies on 1st January 2021". Grace*



## In 2020...

95% of Umoja youth successfully graduated from their current programme in 2020

65 % of 2020 graduates are in gainful employment

10 capacity building sessions were run with local sports organisations who reported a 100% increase in their capacity

65% of girls and 67% of boys (under 18) and 85% of girls and 87% of boys (over 18) reported increased self-confidence as a result of the Umoja programmes

10 Careers Sessions and 10 interview/CV skills workshops conducted to increase employability skills

95% of girls and 90% of boys (under 18) and 95% of girls and 95% of boys (over 18) reported an improvement in general health and an increase of awareness of health issues.

10 sports trainings (rugby, football, handball, athletics, netball and boxing), 288 sports sessions and 1 sports event were conducted

78% of girls and 80% of boys (under 18) and 84% of girls and 86% of boys (over 18) reported an improved sense of resilience

1844 youth / children (aged 10 – 25) were reached through sports for development

70 parents/guardians attended training and 100% reported positive feedback

1,176 reusable sanitary kits were distributed to vulnerable women and girls in 2020.



Life Skills training in the YES! Programme

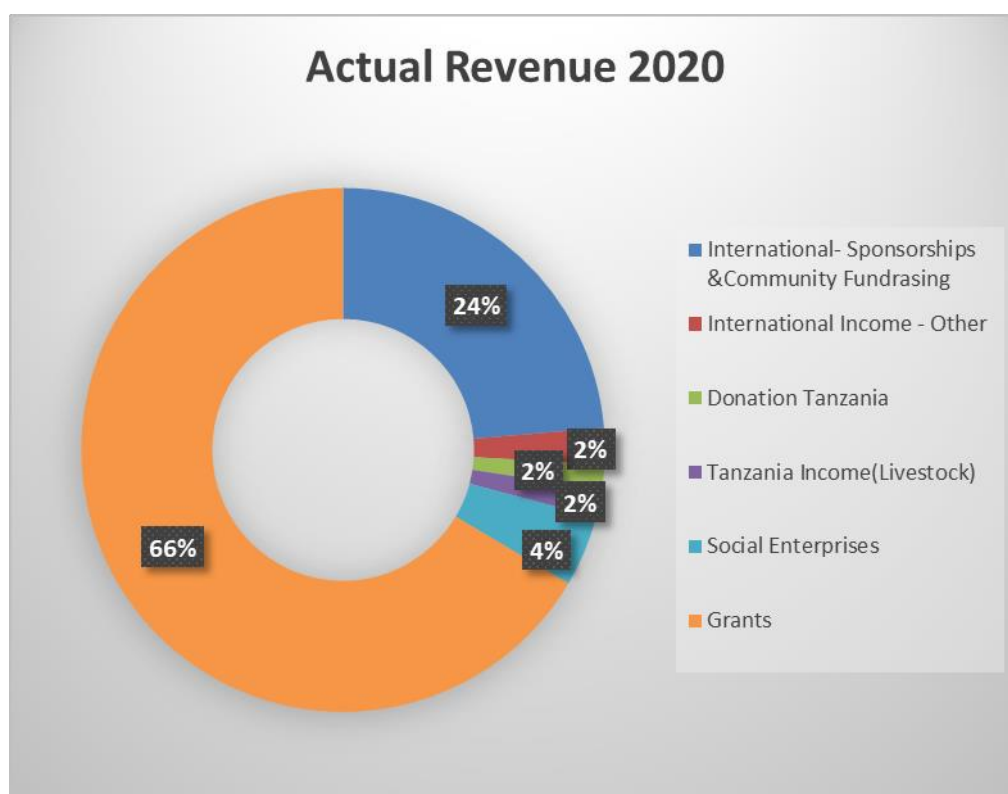
## Status of Funds

This financial statement is year to date for 2020 and prepared by the Finance Manager with cooperation from all programme leads.

Umoja Tanzania's overall income decreased by 0.6% or 2,852,801 TZS compared to fiscal year 2019, due to impact of COVID-19 on our fundraising, ability to engage with new donors, social enterprise and a lack of international volunteers.

### REVENUE

The overall variance cash difference decreased to 5% or 23,657,507 TZS during this fiscal year due to COVID-19 pandemic. The gap shows a decrease cash percentage in Sponsorship & Community fundraising of 38%, Social Enterprise 50%, Donation TZ 54%, Livestock Enterprise 35% and International other 15%. The pandemic has negatively affected all fundraising activities and enterprise marketing as well as created a lack of International Volunteers to the organization (who also create an increase in sponsorships and fundraising). However, grant revenue has increased by 34% or 78,540,803 TZS, which relates to extra support given due to the pandemic.



### EXPENSES

Education Resources and Supplies: The 151% or 13,550,938 TZS favourable variance is due to expansion of education resources and supplies to increase the pass mark of the youth in arts and science. The Laboratory Equipment/apparatus cost 10,000,000 TZS purchased in this fiscal year.

Food Provision: The increase of 23% or 4,902,590 TZS is due to 2021 food in stock.



Uniform & Clothing: 100% of youth joined colleges and Vocational Training which require uniforms.

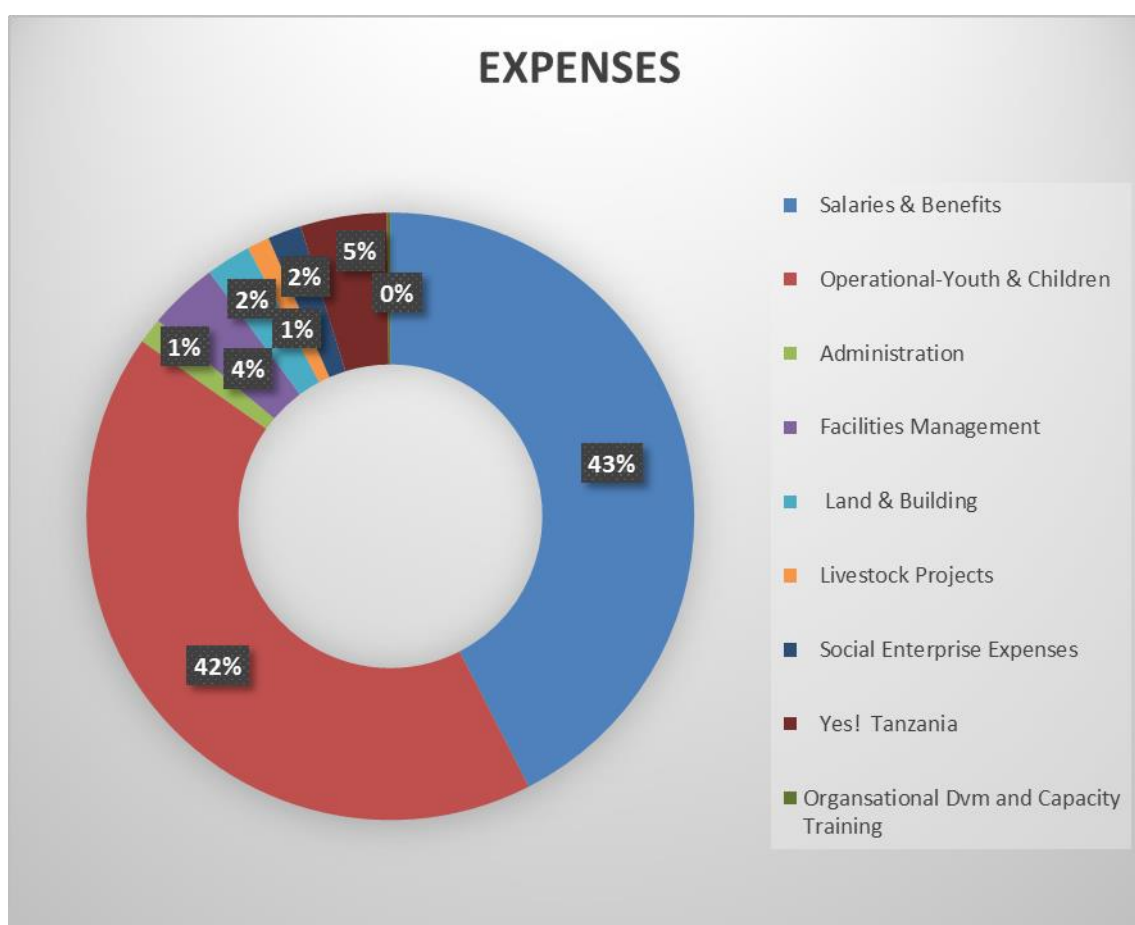
Special Event: It has increased 50% or 1,340,000TZS, this favorable variance is part of staff end year lunch party which 60% was an international donation for this event.

Building Repair & Maintenance: The total increase relates to renovation of the caretaker's house on our new site.

Organisational Development: It has decreased 86% or 2,575,000TZS due to online training of monitoring & evaluation and mentoring which was paid directly by Umoja UK. In addition, our budget allocated for Organisational Development from SFF, was redirected to purchase IT equipment to allow staff to work at home.

Capacity Building: This decrease is due to COVID-19 and restrictions; therefore, staff have been upskilling via free online courses.

Computers & Projectors: 20 computers purchased and 2 projectors for teaching activities. Part of computers purchased is to allow employees to work from home.



## How to Get Involved

### Donations

Financial donations are a fundamental part of what keeps Umoja running on a daily basis. These donations are used for a range of needs such as salaries, building maintenance, books, teaching resources, and routine medical check-ups for youth. No matter the size, each donation is fully appreciated and goes directly towards efforts to educate and mentor young Tanzanians.



### Youth Sponsorship



Once an Umoja student has successfully completed the Foundation Programme, we aim to match each of them with a sponsor whose contribution provides the necessary financial support for the students' participation. Student sponsorships contribute to the direct and indirect costs of a student's education, including school tuition fees, boarding fees (if applicable), books, stationery and health care. Sponsoring a student costs £25 or \$50 AUD/USD per month for a single/half sponsorship or £50 / \$100 per month for a full sponsorship.

### On-Site Volunteering

Umoja is always on the lookout for skilled, motivated volunteers to help us fulfil our mission. Please see our website for more information or email [caroline@umojatanzania.org](mailto:caroline@umojatanzania.org) to discuss opportunities.

### Fundraising

Community fundraising efforts are of vital importance, as student sponsorships and donations alone do not cover the costs of operating and maintaining The Umoja Centre. Money raised is specifically used to cover such costs as rent, utilities and other capital expenditures such as furniture and computers. Fundraising is also essential to keep students in education who do not have sponsors.

For more information, please see our website: [www.umojatanzania.org](http://www.umojatanzania.org)



Umoja marks International Youth Day with a local event which was featured on national television!



*Umoja Tanzania Inc. is a registered NGO in Tanzania (00003335). In the UK we are partnered with Umoja UK, a registered charity (1136792). In Australia, Umoja is proud to be a partner for Project J602 Umoja Centre with Global Development Group (ABN 57 102 400 993), an Australian DFAT approved Non-Government Organization carrying out quality humanitarian projects with approved partners and providing aid to relieve poverty and provide long term solutions.*