
Stepping ahead...

Annual Report for Umoja Tanzania Incorporated 2016



umoja
creating brighter futures

Message from the Co-Founder & Director



Every year I write that we have moved forwards in leaps and bounds and 2016 is no different! This is a positive achievement (and somewhat expected) for a relatively young organisation.

We welcomed several new people to join our team, including our Operations Manager, Mr Benson Chuwa, who joined us in November. Benson is responsible for the day to day running of The Umoja Centre, with a strong emphasis on Human Resources. In a relatively short time, Benson has proven to be a strong leader and helped Umoja make some big steps forward.

My most exciting news of 2016 was Umoja finally being able to purchase land to build a sustainable youth education centre. This has been a dream of mine for the last 8 years, so to finally be making headway feels just fantastic. In 2017 we will be starting the build – even MORE exciting!

This year has also not been without challenges, including a major theft, and I think I can honestly say we are ready for 2017! However, from each and every struggle we learn and actually get stronger. Better plans arise, stronger programmes and a more cohesive staff team. From some of the most devastating events we adapt and create new ways to overcome such challenges and grow again.

None of what we do supporting youth in Tanzania would be possible without our friends and supporters. Thank you to all our donors, sponsors, supporters and advisors. Thank you to Umoja UK and our partners including Global Development Group, Yes! Tanzania, Segal Family Foundation and AVI. Thank you also to all who helped us secure land for Umoja's future.

If you would like to know more about Umoja, please see our website: www.umoja.com.au.

Best wishes for the year ahead,

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 (OONGO/00003335) 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
- Caroline Goody - Secretary
- Chausiku Mkuya – Treasurer (new)
- Lucy Kiloba - Member
- Tumaini Joseph - 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 Youth receive:

- Health education and care including two meals per day, HIV/AIDS testing and free medical assistance
- Counselling, social care and career guidance
- Rights-based gender training, including reproductive health
- Access to a Crisis Fund and Business Start-up loans
- Sports leadership and community development training via our partnership with Yes! Tanzania

The Programme:

Umoja is located in the city of Arusha, northern Tanzania. Since 2009, Umoja has provided an education and support programme to vulnerable young adults and children. Umoja's rights-based approach enables our students to gain control over their lives, improve self-confidence and find meaningful employment.

Our innovative holistic programme fosters healthy, safe, engaged young people who are able to learn and thrive. We provide quality teaching, food, access to healthcare including eye tests and HIV testing, careers guidance, psychosocial support, counselling and mediation. Umoja helps these young people every step of the way into employment, to give them the best possible start in their adult lives. Our students graduate as self-sufficient and empowered citizens ready to effect positive change in their own lives and wider society.

Foundation Programme:

Every two years, 50 disadvantaged youths (aged 14-24) join the Foundation Programme after a rigorous selection process based on age, need, motivation and lack of alternative opportunities. The core curriculum consists of English, Life Skills, Entrepreneurship and Social Enterprise, I.T., Global Studies and Mathematics. Extra-curricular activities include the arts, sport and after-school clubs where our students gain increased knowledge and confidence.

Students develop their skills and talents while we also encourage responsibility, independence and creative thinking.

Outplacement Programme:

Upon successful graduation from the Foundation Programme, we support our students with ongoing education. Umoja continues to provide mentoring, and financial and wellbeing support, ensuring that students have the best chance to complete their studies. We are constantly improving our Outplacement Programme and are actively establishing new partnerships with quality educational institutions in Tanzania.

Current Achievements

- Education and welfare services provided to over 300 vulnerable youths
- Intake of 50 young people every two years
- 70% of students enter vocational training
- 30% of students re-enrol in secondary school
- Currently 20% are in higher education
- 95% of students who have completed their studies are now in fulltime employment
- Equal numbers of males and females attend Umoja

Umoja Staff:

Umoja currently employs 18 full time Tanzanian staff, one international staff and one international volunteer. Five of these staff are Umoja graduates. In 2017 we are launching a new Graduate Internship Programme where we will support our youth gain valuable work experience at Umoja, while providing training and a small stipend for their time.



After a lengthy recruitment process with over 200 applicants, we welcomed Mr Benson Chuwa into the position of Operations Manager in November 2016. Benson, a law graduate, has a wealth of managerial experience in both the private and public sectors. He is responsible for providing organizational, professional and administrative direction to our team of staff employed in a range of roles; including teaching staff, administrative staff, international and local volunteers, and support personnel including domestic and security staff.

The Operations Manager is responsible for developing a positive and collaborative team environment so staff can work together to deliver effective outcomes for Umoja's beneficiaries.

KEY RESPONSIBILITIES:

- Daily management of The Umoja Centre, maximizing the progress and development of the project and of the beneficiaries;
- Ensure activities comply with the laws, policies and regulations of the Tanzanian Government;
- Collaborate with the Director to review strategic plans, create annual reports and oversee budgets;
- Participate in both internal and external project reviews and evaluations;

- Strengthen and manage relationships with government authorities at local, regional and national level;
- Create local fundraising plan and increase local revenue streams;
- Maintain quality standards to ensure Umoja's growth;
- Provide leadership and line management for Umoja's staff through performance management, regular communication, staff development and planning;
- Conduct regular project monitoring reviews and provide monthly reports to the Director;
- Positively promote organizational policies and good practice.

In February 2016, we welcomed Mr Rajabu Lipamba as our English and QT Teacher. Rajabu is a qualified teacher who has experience in developing and teaching QT curricula. Rajabu is taking the lead with our academic staff.

To coincide with the purchase of the new school bus, we recruited Mr Bernard Kawishe as our Umoja driver. He is solely responsible for the upkeep and driving of the bus as well as assisting us with purchases and paying bills.

Umoja continues our partnership with AVI (Australian Volunteers International) and have had the support of Aden Date who is with us in the position of Business & Innovation Coordinator.



Activities:

In January 2016, we selected 50 students to join the Umoja Foundation Programme. These students were selected based on need, motivation, age and a lack of alternative opportunities. For the first time we advertised publicly; on national radio, social media and flyers. After an intensive reviewing process with Umoja Tanzania board and staff, we made some positive changes to the recruitment process. The age range accepted was lowered to 15-18, as we felt that the previous age range of 14-24, was too wide a gap, particularly for teaching purposes. We have two levels at the beginning of the course – Level 1 (the old beginners) and Level 2 (Intermediate). Our Foundation Youth have been progressing through an intensive course throughout the year, including Life Skills, English, Maths and IT. We have offered a comprehensive array of extra-curricular activities, including Sports, Arts, Music and various Clubs including Health and Creative Writing.



Testing time for Foundation Youth!

These Foundation Youth have completed their first year with a final week of examinations followed by a graduation celebration on the 10th of December. Parents and guardians were invited to celebrate their student's successes, prizes were given and even Father Christmas was able to attend with a gift for everyone!

In June 2016, we welcomed a special group of musicians from the USA, called 'Trade Winds'. They held a two week musical workshop with our Foundation Youth, where our youth learnt about different styles of music, instruments and techniques. The creative arts such as music and

drama are an important part of the Umoja programme as these kinds of workshops create positive change for our youth – building confidence and sharing in a supportive environment.



Five of our Outplacement Youth graduating from Form 4 at Arusha Modern Secondary School.

Our Outplacement Programme continues with students in Secondary School, colleges and more joining university. We have over 60 youth in the Outplacement Programme.

After a lot of careful thought and discussion, we decided to close the physical home of the House of Happiness, to reduce the overall budget and simplify the management. The children are now in full time boarding and have settled in well and are succeeding academically. The nine youngest children were moved to Dinka Primary School, where they are

receiving a higher level of pastoral care and attention. Umoja staff worked hard to strengthen the connections the children have with their families and communities, allowing them to go home most holidays.

We made the difficult decision to let four staff go and moved the manager, Mirishe Mollel and the main caregiver, Mama Anna to Umoja. The basement apartment (previous volunteer house) at Umoja is now the House of Happiness, with just enough space to house all children if needed over the holidays or for some weekends. The youngest nine children come home to Umoja each weekend where they are cared for by Mirishe and Mama Anna. Over the Christmas period, Vari Galletly (Founder) and her husband came over from Australia to spend time with the children. After going home to their families for a few weeks, the children spent a fun packed holiday with their Australian family!



Vari and Keith Galletly, Mirishe Mollel, Mama Anna and Joleen Tirendi (volunteer Teacher from Dinka Primary) with the House of Happiness children.

Key Achievements:

Key improvements to the programme are:

- Operations Manager, Benson Chuwa, recruited November 2016
- Strategic Planning Review
- Ongoing support from the Segal Family Foundation
- Recruitment of Aden Date, long term AVI Volunteer in the role of Social Enterprise and Business Development Coordinator
- KSS Grant approved from SFF for two consultants to create a database and M&E system
- \$20,300 AUD received from the Rotaract Club of Perth (\$8,000 untagged for Umoja, \$4,300 for the sanitary pad project, \$8,000 for Social Enterprise)
- \$6,000 AUD received from AVI/Planet Wheeler for our Sanitary Pad Project
- School Bus Purchased
- Driver recruited – Mr Bernard Kawishe
- English Teacher recruited - Mr Rajabu Lipamba
- Trade Winds - Music Programme



Strategic Planning Workshop



Caroline Goody attending the Segal Family Foundation Annual Meeting in Uganda



Umoja staff conducting home visits for new participants.



One of our graduates now in full time employment!



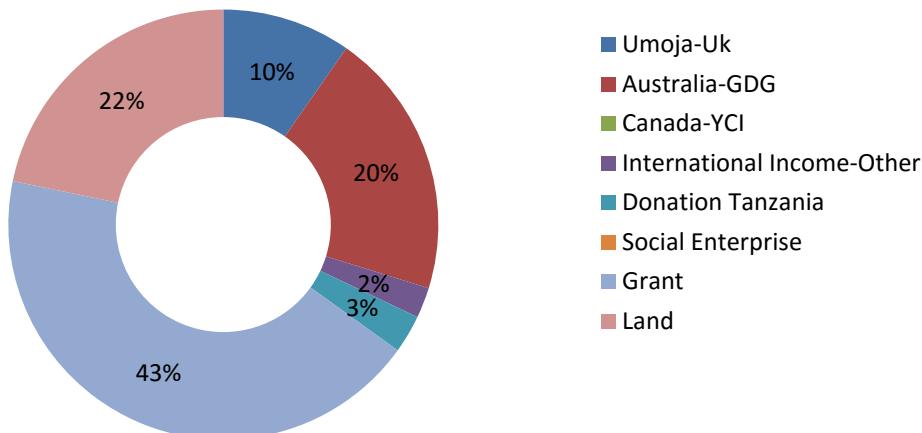
Umoja's new land!

Status of Funds:

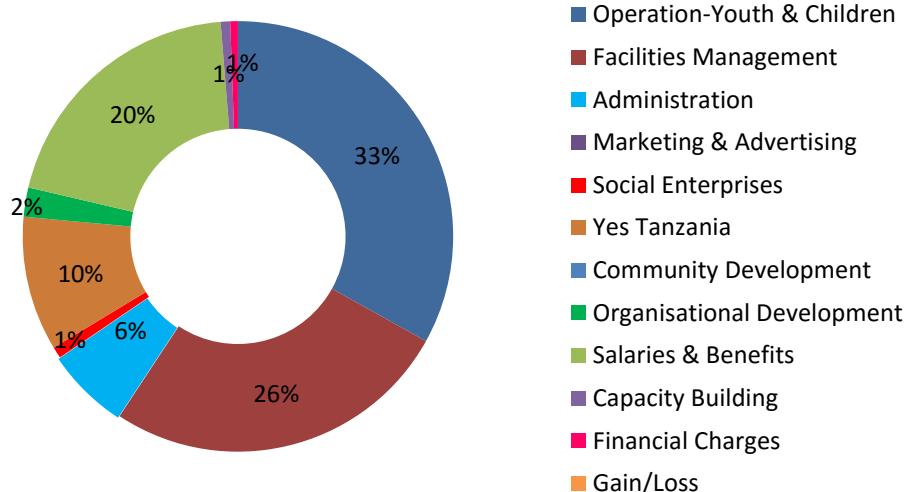
2016 saw an overall increase of 33% of funding and an increase of expenditure of 26%. This is due to our land project and increase in the grant received by the Segal Family Foundation, which allowed us to focus more on Organizational Development. The total grants increased 12% from last year into 2016. The land project fundraising contributed 22% of general income for 2016.

Funds through Global Development Group (Australia) decreased by 25% from 2015 to 2016 while Umoja UK decreased its contribution by 3% in 2016. 20% of overall funds still come through GDG, while 10% are raised through Umoja UK. There have been significant funds raised in Australia through MASH Rotary Club and private donors in the UK, and these funds were sent via RAWCS directly to Tanzania and are shown here in the Land Fund.

Income 2016 - 424,917,568 TZS



Expenses 2016 - 368,427, 032 TZS



How to Support Us:

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 students. No matter the size, each donation is fully appreciated and put to good use to help us educate and provide for our students. The majority of donations fund the Foundation Programme, while student sponsors fund the Outplacement Programme. However, there are currently gaps in sponsorship numbers, so we use general fundraising to also support students with their ongoing education.

Student 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 student's tuition. Student sponsorships contribute to the direct and indirect cost of a student's education, including school tuition fees, boarding fees (if applicable) books, stationery and health care. Sponsoring a student costs £25 or \$40 AUD/USD per month for a single sponsorship or £50 / \$80 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.

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 like furniture, computers. Fundraising is also essential to support students in Outplacement who do not have sponsors.

For more information on how to get involved with Umoja - please see our website: <http://www.umoja.com.au/donate.html>

Looking Forward:

We aim to develop our programmes and strengthen Umoja as a whole in 2017. These are some of the highlighted plans:

- Completion of land purchase and start of building project
- M & E system complete
- Database complete and staff trained
- Expansion of Social Enterprise Programme
- Successful QT Programme
- Increased funding through a variety of sources – grants, sponsorships and community fundraising
- Graduate Internship Programme launched
- Strengthened family / guardian interaction
- Strengthened relationships / support in both Australia and the UK



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.