
Annual Report for Umoja Tanzania Incorporated

2019



Message from the Co-Founder & Director, Caroline Goody.

As I sit here and reflect on 2019, looking through our news and photographs from the year, I am amazed at how much has happened and how busy we all were! Twenty new and eager young people joined us in the Foundation Programme, three outplacement youth graduated from university (including two who now work as full-time teachers at Umoja) and 70 youth continue their studies at The Umoja Centre.

For the first time in Arusha, Umoja hosted a very successful fundraising event with student performances and great raffle prizes. In August, we celebrated the United Nations International Youth Day by organizing a big event for the city, with over 700 attendees. Umoja welcomed visitors and volunteers from around the world, including Paula and Chelsea from Braunton Caen Rotary Club (UK) who have been supporting us for a number of years. Through the YES! Programme, members of SHE Scotland facilitated gender training with Umoja and our partners.

Our numbers are strong; with **1,752 people directly benefitting from our programmes in 2019** and an additional 3,754 benefitting indirectly. We are set to grow even more in 2020 – reaching more people and more communities through our outreach programmes.

Personally, THE most exciting event in 2019 has to be the acquisition of our new site, which is ready and waiting for us to renovate, upgrade and occupy! I simply cannot wait to see our staff and students enjoy the benefits of a purpose-built, functional, spacious, green and beautiful centre. I have been dreaming, planning, fundraising, negotiating and talking about a permanent site for Umoja for over 10 years and in 2020, it will come to fruition.

I would like to thank our two long-term donors, the Segal Family Foundation and ELMA Philanthropies; your support enables us to continually reach more young people and more communities.

Thank you to everyone for travelling with me on this incredible journey – our supporters, sponsors, Umoja Tanzania Board of Directors, Umoja UK, friends, family and our amazing team.

Warmest Wishes,



2019 Holiday Celebration with Umoja Youth and their parents/guardians

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)



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

In 2019, our team grew by an astounding seven members due to the acquisition of our new site. Regina Mrema and Verynice Alfred are teachers for the Pre-School Programme and are supported by Siah Materu who is responsible for cooking porridge each day and keeping the centre clean. Patel Laizar is a herdsman who cares for the four adopted cows that provide milk for the kindergarten children. To provide full-time security and caretaking at both our sites, we have employed three new guards; Elias Mollel, Joseph Sokoine and Ramadhani Msagati. After three years with Umoja, Operations Manager, Benson Chuwa, resigned for a new role in Mwanza, and we are in the process of revamping this position to hire in 2020.

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

- 27 full-time Tanzanian staff (11 female, 16 male)
- 5 Volunteers (2 international, 3 local)
- 9 of the current staff are also Umoja graduates

Umoja continues to have support from short and long-term volunteers from around the world in various positions including mentorship, training, business and fundraising. In 2019, we hosted two volunteers from Edinburgh University (Scotland), Laura and Elliot, who focused on gender and disability issues respectively as part of the YES! Programme. Narina Janian (Australian Volunteers International) was with us for the majority of 2019 in the role of Resource Mobilization Officer, and in October 2019, we welcomed Anne Pallischeck (USA) who is supporting our education department as Education Advisor and Trainer.



Some of the current staff and volunteers

Capacity Building:

Umoja actively looks for opportunities to offer further training to our team, which not only benefits the individual staff members, but ultimately the organisation. In 2019, some of the highlights offered were:

Capacity Building Initiative	Details
Higher Education for Umoja Graduate Staff	Umoja sponsors our programme-graduated staff so they can complete their higher education. Currently Pascalina Mmari (Finance Manager) is in her third of four years toward earning a degree in Accountancy; Evaline Brown (Social Enterprise Coordinator) graduated in December 2019 with a degree in Social Work; and Michael Gombe (Outplacement Coordinator) is in his second year working toward a degree in Governance and Leadership.
Strategic Planning and Monitoring and Evaluation	Our administration and teaching staff attended training facilitated by Sarah Bolger, an external consultant, funded by the Segal Family Foundation.
Young Coaches Training	Saumu Issa (Gender Coordinator) and Philbert Charles (IT Trainer and Sports Coordinator) attended a week's training in coaching for sports for development.
Child Protection Training	All staff participated in an in-house training on child protection.
Story Telling	Violet Kimaro (Sponsorship Coordinator) attended a day's workshop on 'Women's Storytelling' hosted by Resonate.
Gender Training	Violet Kimaro, Saumu Issa, Verynice Alfred and Huruma Alfred (Yes! Programme Coordinator) attended gender training, facilitated by SHE Scotland
Child / Youth Protection Training	Chuki Issa (Social Worker) and Huruma Alfred attended a workshop hosted by AVI (Australian Volunteers International)
Legal Rights	Anitha Chami (Foundation and ISC teacher) attended a workshop on legal rights for women, hosted by Inherit Your Rights



Evaline Brown graduating with a degree in Social Work



Violet Kimaro attending a Story Telling workshop, hosted by Resonate.

Activities

Umoja's New Site:

After a year of talks, negotiations and planning, Umoja is excited to announce that from the 3rd June 2019, we are the proud owners of a remarkable site and buildings for the new Umoja Centre.

The site is in an area known as Sinoni in the southwest of Arusha City, approximately seven kilometres from the town centre. This area is a semi-rural part of Arusha and is accessible from many parts of the city making it a good choice for Umoja and our beneficiaries.



There are two sites which we will be developing. The main site (approximately 2.6 acres) will be where we run all our programmes housed at the current centre and will include classrooms, offices, workshops, extra-curricular areas, gardens, sports ground, meeting spaces and more. The second site (approximately 2 acres) contains a large walled compound with various accommodation options, kitchen and gardens. Adjacent to the compound is a farm area with cow sheds, which we can develop with future programmes.



Both sites and buildings therein were developed by an Australian organisation, 'FoodWaterShelter' (FWS), who aimed to improve the lives of the local community through a variety of social and educational programmes. Unfortunately, there was not adequate funding and the majority of their programmes were phased out. In 2017, FWS actively began looking for partners to take over the properties and breathe new life into the site. We plan to rejuvenate and expand upon the service they provided for many years to come.

Working together in partnership, FWS will focus on their core programmes which will run under Umoja's management, which includes the Pre-school Programme already operating on site.

The site was built with sustainability at heart, largely constructed out of wood with rain water harvesting, solar power and a permaculture garden. The core structure is still strong, however there is a great deal of maintenance and renovations required to transform the site into a fully functioning centre again.

We are working with Alexis Cronin, an Arusha based architect, to develop plans for this transformation. The plan is in two phases; the first phase includes work required to move from our current rented property which involves turning space originally built for accommodation into space to house our programmes currently run at the Umoja Centre. The second phase will include new buildings, to allow enough space for our expanding educational programmes.

Umoja has gained the support of two Rotary Clubs overseas, Mont Albert and Surry Hills in Australia and Braunton Caen in the UK, who are working together to raise funds for phase one. Together we plan to apply for a Global Grant with Rotary International to complete this work.

Thanks to the amazing generosity of Umoja's supporters, in 2017 we purchased an area of land outside of the Arusha city for the original purpose of building our own centre. This land is still owned by Umoja and currently has crops of beans and maize growing for the centre's use. We will sell this land and direct the funds towards development of the new site.

This is an exciting time for Umoja as we have been dreaming of our own permanent centre for over ten years! We will share more news and plans as they develop.



Programme Reports:



Foundation Programme

In February 2019, we welcomed 20 new youth into the Foundation Programme, who joined three 2018 students who are repeating the programme. Unfortunately, seven failed to successfully complete the program, but 15 were successful and will join the ISC Programme in 2020. As a result of this data, we are reviewing the Foundation Programme and changes will be made to better suit the youth in the 2020 school year. The Foundation Programme is busy with core curricula of English, Mathematics, IT and Global Studies but also includes an expanded life skills curriculum, career and leadership development, and a good mix of extra-curricular activities including two hours of sports per week. In 2019,

Foundation Programme youth were involved in celebrations for International Women's Day in March and International Youth Day in August.

ISC (Intensive Secondary Certificate) Programme

In 2019, we had 22 youth embark in the first year of the ISC Programme, studying the government's QT (Quality Test) curricula. Unfortunately, four youth dropped out in the course of the year, but of the remaining 19 who sat for national examinations, 18 passed. We have been working with our partners, Jifundishe Free Library, to provide mock examinations and teacher discussions. We are also registered with the Institute of Adult Education.

Sixteen youth were in the second year of the ISC Programme, studying the PC (Private Candidate) government curricula and 16 sat for national examinations. The results were not good in 2019 compared to a 95% success rate in 2018 as only one youth scored Division III, seven Division IV and eight Division 0. Those youth in Division 0 cannot continue with higher education and will need to undertake job training or internships. All of these youth have committed to continuing with the Outplacement Programme in various courses.



Due to this dramatic change in results, we are assessing the programme in depth and making improvements. One important step has been to recruit four new full-time teachers as of January 2020. Another step is to conduct data analysis of monthly and term examinations to ensure schemes of work and instructional decisions are fully aligned to Tanzanian syllabi as well as being effective and efficient.

Outplacement Programme

A total of 54 youth are part of the Outplacement Programme, with 18 youth joining in 2019 and enrolled in different academic programmes, throughout Tanzania; 2 at university level, 9 in colleges and 7 in advanced secondary school.



Two Outplacement students, who have been volunteering at Umoja as part of our Graduate Internship Programme, graduated with a Bachelor Degree in Education and are now employed full time. Two youth completed driving school as a final component to their Tour Guiding courses and another graduated from a degree in Social Work.

In 2019, we closed the House of Happiness Programme and the young beneficiaries joined with the Outplacement Programme, which has reduced costs significantly. During this process we moved the primary children from Dinka Primary School and enrolled them in Shepherd's Primary School and various secondary schools.

The Mackillop Scholarship was launched with supporters from Australia. This scholarship fully supports one Umoja student in university, including fees, housing, transport, books etc. We hope to increase funding into this scholarship for additional students. Currently, Umoja can only afford to pay for fees and books for every Umoja outplacement youth, which results in the youth having to arrange their own housing. We want to, as much as possible, remove any financial barriers for our youth to ensure they have access to the education they seek and deserve.

Social Enterprise Programme

In 2019 we made and sold 950 Days for Girls reusable sanitary kits and conducted six health training sessions for women and girls. Unfortunately, we only reached half our target of sales for 2019 and need further support to make this programme sustainable. The potential is good but we need further business and marketing training as well as additional staff with appropriate skills.

YES! Programme

In 2019, seven organisations participated in the YES! Programme, receiving free capacity building support. 3,391 individuals were reached through sports for development in nine communities. 672 sessions, 10 training sessions and 5 events were conducted. Local and international volunteers support the YES! Programme and work with our programme participant organisations.

Together with our programme participants we identified the need for support in specific areas: inclusion, gender and sports for development. We have strategic plans in place to monitor the work with do in this area.



Family Support Programme

Umoja Tanzania started a family intervention programme where parents/guardians are now receiving training on the issues that directly affect their lives, including business skills training that will help to free themselves and their families from poverty and exploitation. Since its inception in 2018, the programme has reached 76 parents/guardians, which has strengthened the composition of the parents/guardians committee, prompted the formation of a disciplinary committee, and encouraged the involvement of one parent representative on the Umoja Tanzania Board.

Lessons Learnt

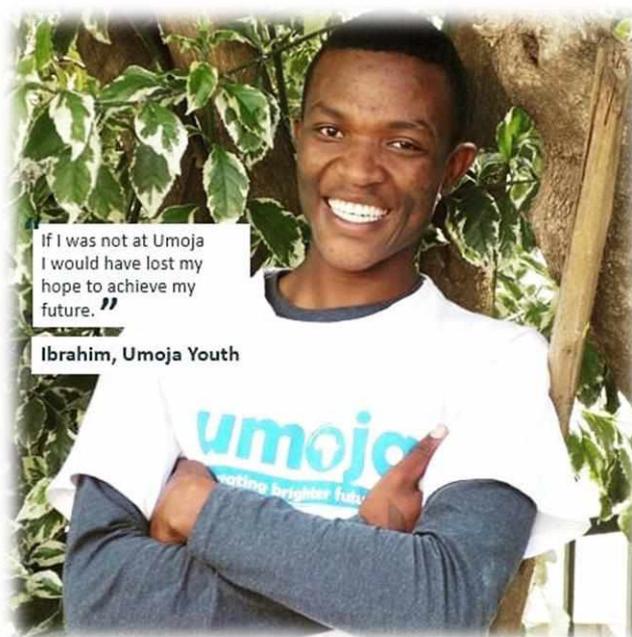
Umoja is continually evolving and improving as an organisation. During 2019 we conducted an internal organisational review which looked at all programmes and staff and made necessary changes as a result.

Our application numbers were lower than expected in 2019 for new youth to join our Foundation Programme which led to research conducted with the youth, their families, community leaders, teachers and government officials. With this knowledge, we developed a new recruitment procedure and changed some of the requirements. We are currently inducting 36 new youth, but the number of applications still remain much lower than previous years. We will continue to reassess and conduct further research throughout this year before recruiting for 2021.

Funding continues to be our greatest challenge, with all programmes underfunded and all staff underpaid. Umoja has difficulty in recruiting the qualified staff we need in certain positions, including management and teaching, due to the low salaries that we offer. Once graduate staff have completed their education, we risk issues with retention as they move into better paid jobs. Our outreach program is growing and there is a need from the community for further support. In addition to launching the Family Support Programme, the Fikia Programme will also launch in 2020. These two programmes seek to meet the growing need that is so evident in our area. We recruited a long term volunteer (through AVI) who was in the role of Fundraising Manager, but she unfortunately had to leave the position early due to medical reasons. We are working to increase general donations with our 'Friend of Umoja' campaign, which looks to raise \$20/£10 from 500 individuals throughout 2020.

Key Achievements of 2019

- 70 youth studied full-time at The Umoja Centre and an additional 54 studied in Outplacement.
- 79 parents and guardians participated in training in business skills and sexual health as part of our newly launched Family Support Programme.
- 10 participating organizations were supported through our YES! Programme with organizational development and training.
- 3,391 youth participated in Sports for Development projects in 9 communities.
- 950 reusable sanitary kits were distributed to vulnerable women and girls.
- 70 youth annually were provided with psycho-social support and medical checks.
- 4 Umoja graduates were employed in Social Enterprise.
- 7 new full-time staff members were recruited.
- Umoja acquired two sites (a total of 4 acres) for the new Umoja Centre.



Status of Funds

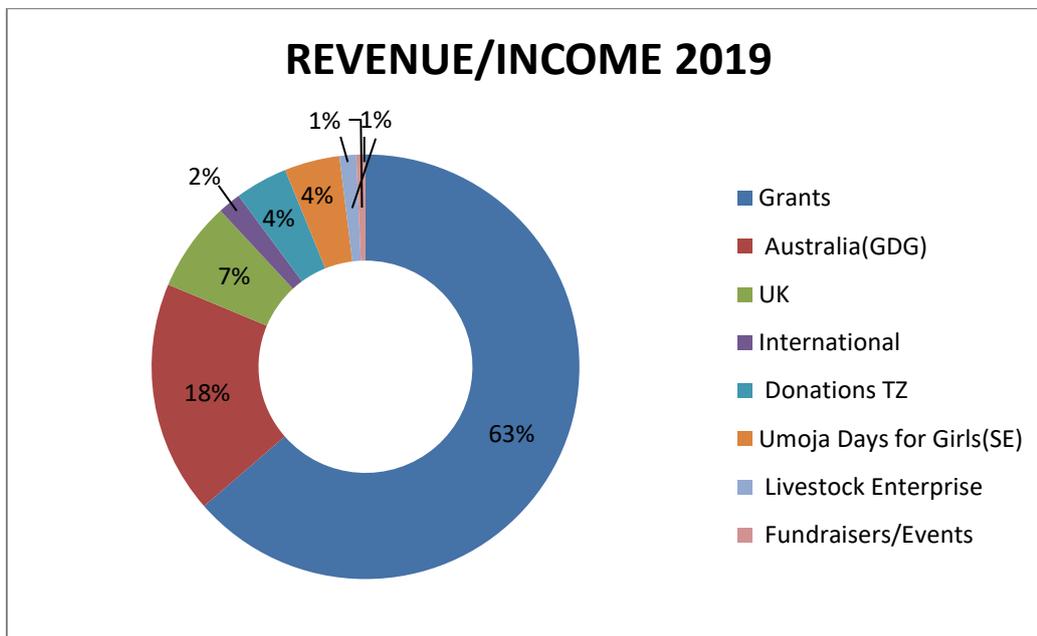
All commentary is against the year to date budget. This financial information is a high-level overview of the financial performance as of 31st December 2019. Umoja’s Finance Manager has worked with Programme Managers and Coordinators on the allocation of their budgets across the 12 months to better reflect actual revenue and expenditure.

Revenue/Income

Revenue year to date was only slightly less at TZS 464,540,894 against a budget of TZS 468,461,000, meaning that Umoja was able to raise 99.16% of its projected budget for 2019. This success is due to an increase in grant funding and local fundraising in Tanzania.

Grant funding has increased by 56.53%, however, we only reached 55.93% of our target with international donations and fundraising.

Social Enterprises experienced a decrease in income-generating activities, TZS 19,381,850 YTD, against a budget of TZS 40,000,000. This negative variance of TZS 20,618,150 is due to a lack of sales of the Days for Girls kits.

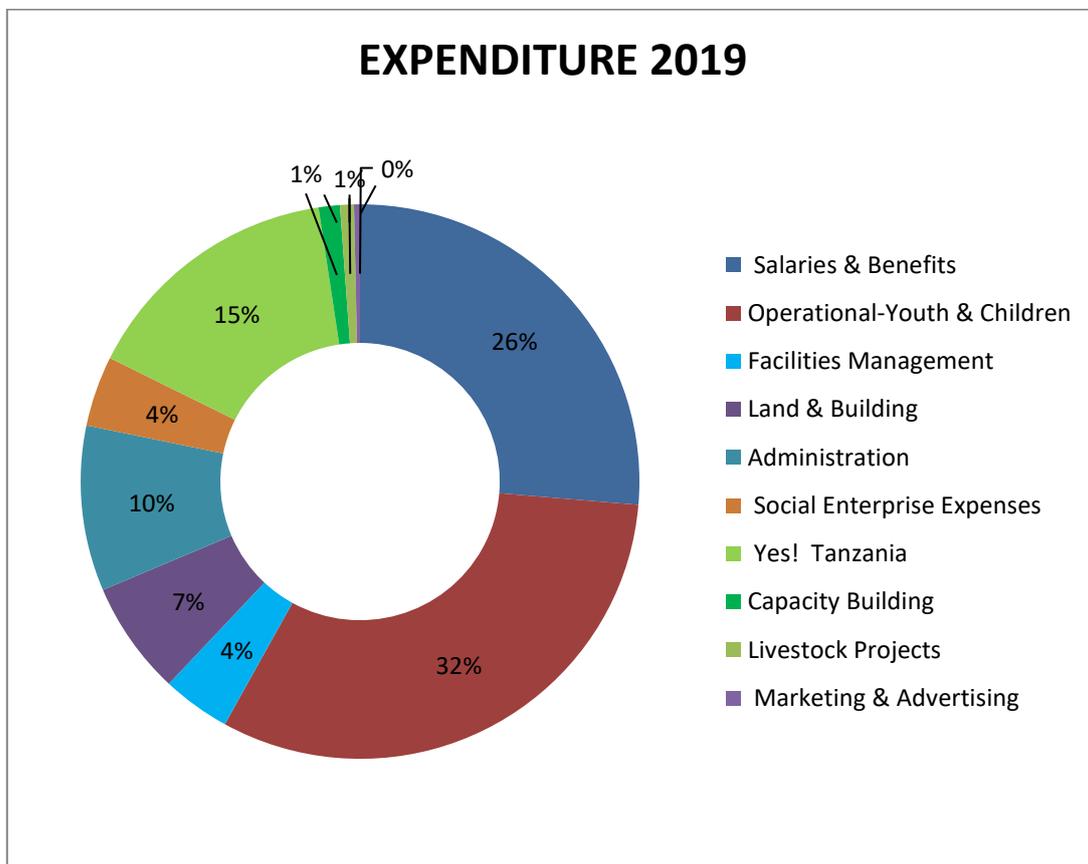


Operating Expenditure

The year to date expenditure is over budget at TZS 462,381,994 against a budget of TZS 443,424,764. The main variances were primarily driven by a new, unforeseen expenditure in land/building, which included the adopted Pre-School Programme and livestock project that came with our acquisition of the new site. This cost

was not budgeted for in the 2019 projected budget as the purchase agreement came after a long period of negotiations, ending early 2019. Below are further details of variances:

- Land/Building expenditure – TZS 30,249,737 YTD, against a budget of TZS 0. The expenses mostly relate to annual land fees, advocate fees, land survey & consultants for land title and construction of new fence.
- Pre-School Programme expenditure – TZS 9,703,140 YTD, against a budget of TZS 0. This expense relates to salaries & benefits, education resources, food provision and household items.
- An overall underspending variance of 51% mainly relates to database training costs that were offset with the arrival of an international volunteer, who is assisting with training and development of our Salesforce database.
- The 5,205,803 TZS favourable variance is due to an expansion of the YES! Programme in networking and training for programme participants and construction of a sports store for one of the participants.



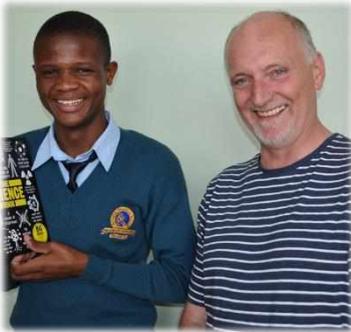
How to Get Involved

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 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: <http://www.umojatanzania.org/get-involved>



SHE Scotland facilitated gender training with the YES! Programme participants and Umoja.



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.