
Annual Report for Umoja Tanzania Incorporated

2018



umoja
creating brighter futures

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

2018 was a year filled with joy and tragedy. Our beloved cook, Namnyaki Raphael, sadly passed away, leaving behind teenage children and grandchildren. Namnyaki worked tirelessly to support her children and we are honoured to have had her working with us. Umoja has supported her children with education and continues to offer advice, care and opportunities.

There has also been new life at Umoja, with two more beautiful babies born to members of staff, bringing us all great joy!

Thank you to all our team in Tanzania who work so hard to provide such amazing opportunities and support for our youth. We are all extremely grateful for our supporters, friends, sponsors and donors, who make our life-changing work possible.

Despite hardships and daily struggles, we keep fighting, determined to provide vital services to vulnerable teenagers. Umoja is faced with constant financial strain, however we have continued to see continual growth over the last 10 years, in staff and beneficiary numbers, revenue and programme reach. We are heading into 2019 with renewed positivity for the years ahead.

Warmest Wishes,



Figure 1 Namnyaki Raphael

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

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)



Figure 2 Emma Wagner, Umoja UK Chair and Co-Founder visited us in October 2018

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.

Umoja Staff:

In 2018 two new full time Tanzanian staff members joined our team. Saumu Issa was recruited for the role of Gender Coordinator (Yes! Programme) and Francis Fikili, Education Coordinator. Our current staffing team is comprised of the following:

- 20 full time Tanzanian staff (9 female, 11 male)
- 3 Umoja Graduate Interns
- 3 Local Volunteers
- 3 International Volunteers

Umoja has had the support from short and long term International Volunteers from around the world, including long term volunteers Abida Bashir (UK) and Narina Janian (Australia). Abida is continuing her role as Training and Development Manager and is primarily mentoring and training key finance and management staff. Narina has been recruited by our partners AVI (Australian Volunteers International) for the position of Resource Mobilization Officer – Fundraising.



Figure 3: Gender Coordinator, Saumu Issa; Education Coordinator, Francis Fikili and Resource Mobilization Officer, Narina Janian

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 2018 some of the capacity building highlights offered were:

- Benson Chuwa (Operations Manager) and Pascalina Mmari (Finance Manager) attended a Management and Financial Management workshop in Kampala, Uganda, hosted by ELMA Philanthropies
- Benson Chuwa attended Leadership Training, hosted by Vision for Youth
- Chuki Issa attended Child Protection Training, hosted by TEMNET
- Five of our team are currently studying to increase their skills and gain qualifications. This is supported by Umoja.
- Benson Chuwa attended the Segal Family Foundation Annual Meeting in Nairobi, Kenya.

Activities:

In February 2018, 25 vulnerable teenagers (ages 13-19) joined our **Foundation Programme**, after a rigorous interview process, including written tests, activities and a face to face interview. Applicants hear about Umoja via word of mouth through friends, Umoja students or leaders in their communities. We have found that this method and handing out flyers throughout the City of Arusha, to be the most effective way to reach potential Umoja youth.



Figure 4: New recruits in the first week of class

2018 was the second year of our new **ISC Programme** (Intensive Secondary Certificate) and we have been delighted with the results to date, seeing a 95% pass rate. This is a fantastic outcome for the programme and has proven that it is not the students abilities which were seeing them fail or dropout, but in fact the lack of care, teaching quality and close supervision at the schools.



Figure 5: Weekend reading

The **House of Happiness Programme** continues to provide quality boarding education to 12 highly vulnerable children, with 9 attending Dinka Primary School and 3 in secondary schools. Two of the older girls have graduated from the programme and our now self sufficient enough to be in the Outplacement Programme and continue to receive support in terms of education and social welfare. Two boys, Moses and Simon, were selected to join the best government academies in Tanzania as they were top of their year in Primary School.

Through the **YES! Programme**, in partnership with Scottish charity, YES! Tanzania, we have continued to work with a number of partners in the Arusha region, with various activities in Sports for Development, including:

- In collaboration with Edinburgh University, we evaluated the three-year Sports and Sexual Health Programme which has now come to an end.
- We have been working closely with Kambi ya Maziwa Primary School in Kisongo and provided a sports store and equipment.
- Through the Sports for Development Network, we are strengthening the individual organisations to be able to provide inclusive and engaged sports activities for young people in Arusha.
- A Gender Programme has been established after recruiting our Gender Coordinator
- We have supported five community coaches to be able to deliver training sessions



Figure 6: YES! Programme Sport activities

In May 2018, Daniel Charlton and Kathleen Daly-Jenson, volunteers from the USA, facilitated a football/soccer camp for young people around Arusha, encompassing sports games with an HIV message.

Our **Social Enterprise Programme** (Umoja for Girls) continues supplying Days for Girls reusable sanitary kits to our own beneficiaries and wider communities, despite a number of challenges to overcome with production and sales. The programme exclusively employs Umoja graduates, providing job security currently for four young women. After a slow start to 2018, we had a number of repeat customers and new sales in the second half of the year. We have strengthened our planning and model and sort advice to hopefully have a more successful year in 2019.



Figure 7: Endulen community Maasai women receiving Umoja for Girls reusable sanitary kits



Figure 8: Successful graduate, Maria

Umoja supports over 70 youth in colleges and universities in Tanzania. We have the highest number of students in university to date, with 10 successfully moving on to this level. Several students have graduated from the **Outplacement Programme**, successfully completing their education and finding employment. Maria (left) successfully passed through the Umoja in-house programmes and attended hospitality training with our partners, Jobortunity. From there she worked in various hospitality jobs in Arusha on an internship level and has now secured full time employment at a lodge in the Serengeti National Park.

In April 2018, UK Volunteer, Lawrence Mottram, conducted extensive research with our beneficiaries, their families and the wider community in Arusha. The report *'What are the issues facing youth and families in Arusha and what services could be beneficial?'* is available on our website.



Figure 9: UK Volunteer, Lawrence with this team of Umoja volunteers, conducting research in Arusha

Operational Improvements:

With the support of our major donors, the Segal Family Foundation and ELMA Philanthropies, we have been able to strengthen a number of areas of operation including:

- Continued training in M&E (training conducted in January 2019)
- Development of a Risk Register and Disaster Recovery Plan
- Development of HR and Finance Policies

Fundraising:

There have been several successful events held in aid of Umoja around the world, including the 'Taste of Tanzania' nights, which were held in Australia and the UK. Supporters of Umoja enjoyed sampling Tanzanian food while learning more about the country and Umoja.

We are extremely grateful for our individual sponsors who continue to support Umoja. These sponsors are linked to individual Umoja youth and follow their educational journey from Foundation through to employment, with both sides enjoying a connection. We also have several friends who support us with a monthly donation. Both monthly donors and sponsors are vital to keep Umoja running and we are aiming to increase this type of revenue in 2019.

Key Achievements:

- 95% success with our ISC Programme results
- Registration with Adult Education
- House of Happiness children selected to join government academies
- Four staff in the process of gaining qualifications through Umoja's support
- 10 Umoja youth studying at University level
- Recruitment of two new full time staff members



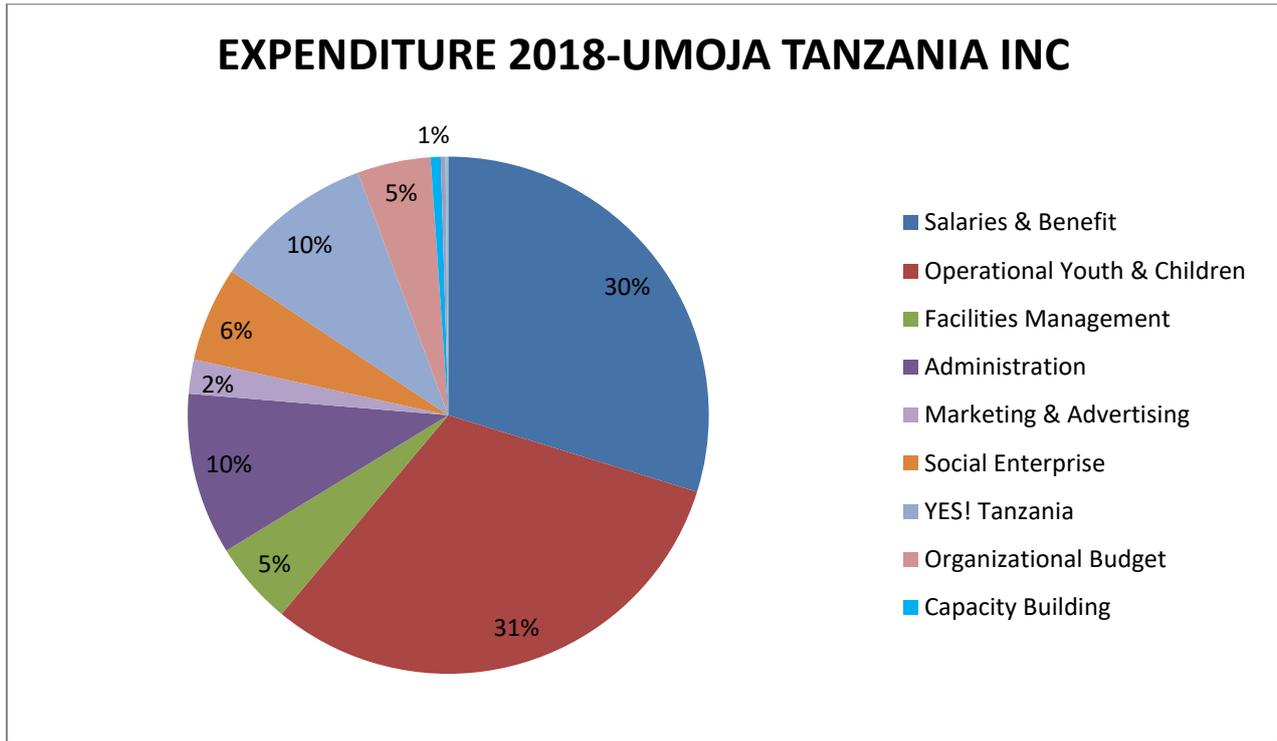
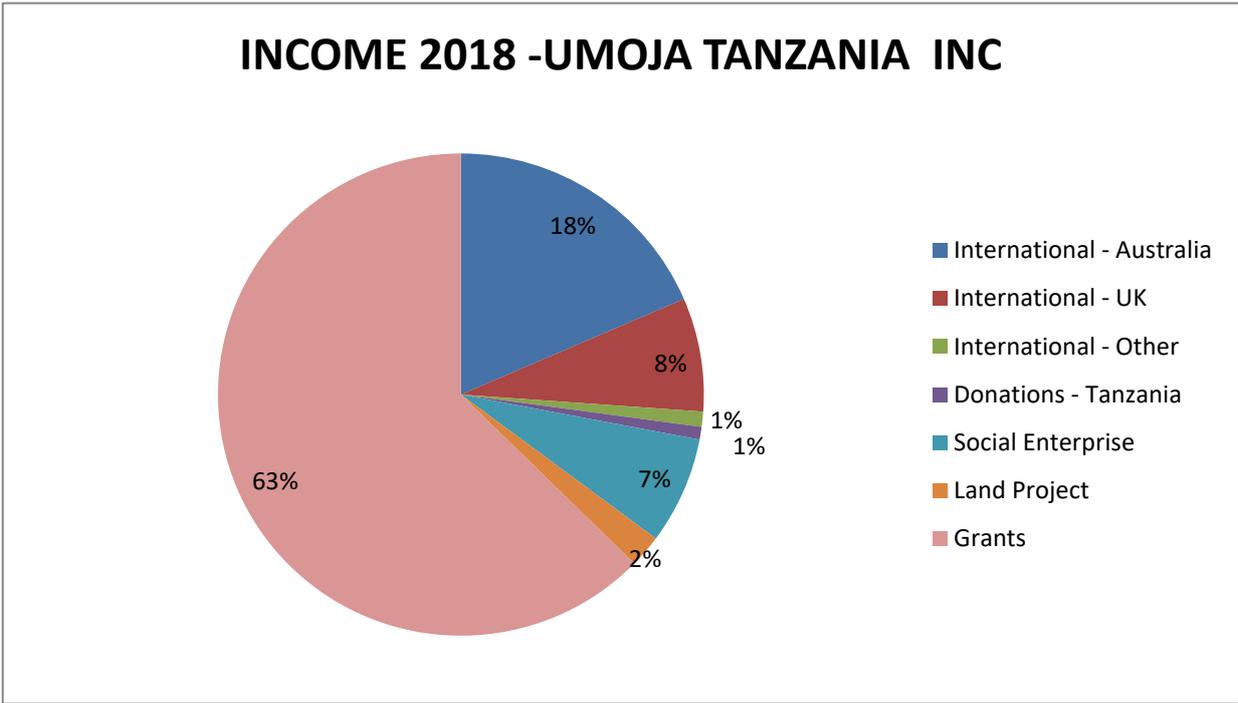
Figure 10: Umoja youth with leadership training certificates



Figure 11: Umoja team members, Violet Kimaro and Chuki Issa, participating in World Clean Up Day

Status of Funds:

2018 saw an overall increase of 18% of funding (with a significant increase related to income generated through grant funding) and an increase of expenditure of 13%. Funds through Global Development Group (Australia) decreased by 3% while Umoja UK has increased by 1%. Overall, 18% of funds came through GDG, while 8% came from Umoja UK and 63% came from Grants. There have been significant funds raised in Australia through private fundraising events and Rotary clubs. We also received 7% from our Social Enterprise Programme by selling reusable sanitary pads to local communities.



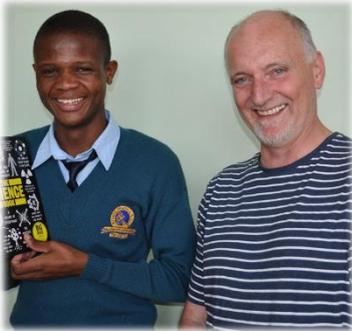
How to Get Involved:

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 students. No matter the size, each donation is fully appreciated and goes directly to help educate 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 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 \$50 AUD/USD per month for a single 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.

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>

Looking Forward:

As we head into 2019, we aim to strengthen Umoja while considering our future sustainability:

- Develop a Fundraising Plan and increase overall revenue through a variety of income streams
- Update and strengthen our M&E Framework
- Review and update our Strategic Plan
- Conduct an Organizational Review and make subsequent programmatic and staffing changes
- Complete the planning for Umoja's new site
- Complete and share Umoja's documentary
- Organize a large-scale International Youth Day event



Figure 12: Umoja, through our YES! Programme, supporting primary schools with their sports programmes



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.