



# *2018 Annual Report*

MENTOR GIRLS. DEVELOP LEADERS. TRANSFORM COMMUNITIES.





# Director's Letter

Dear AfricAid Friends and Supporters,

In 2018, we achieved something incredible. You helped us double our impact for the second year in a row, growing from 1,000 in 2016 to 2,000 in 2017 to **over 4,000 Tanzanian girls who are becoming bold, powerful, and positive leaders.**

Each girl has the support of a Mentor to overcome challenges and reach her full potential (like Helen on pg. 9). The true impact is so much greater: Scholars share what they learn with their sisters, mothers, cousins, and neighbors (like Scolastica on pg. 7). They are also joining AfricAid's staff to mentor younger girls: 72% of 2018 program staff were Kisa Alumnae!

**Together we are changing the lives of girls in Tanzania, and people are noticing.** In October, I was invited to give a TEDx talk to share how mentoring girls will change the world (visit [africaid.org/tedx](http://africaid.org/tedx)). Our programs are truly making a difference.

In its second year, Binti Shupavu expanded to the Arusha Region by adding 10 new Binti Shupavu Partner Schools. We provided 2,539 vulnerable girls with the skills and self-confidence to succeed in secondary school. Staff also held 20 Parent Engagement Meetings to motivate parents to keep their daughters in school (like one dad on pg. 6).

The Kisa Project added four new Partner Schools in 2018 to reach a total of 1,704 girl leaders preparing to attend university and create positive social change. Scholars connected with successful female leaders at Career Day, gave back to their communities during 2 Day Challenge, and continued seeking leadership roles after graduation (like Fides on pg. 8).

**Each powerful story starts with you. Your support changes girls' lives -- and these girls are changing the future by demonstrating the true power of educated girls.** Thank you for your support to mentor girls, develop leaders, and transform communities in Tanzania.

With gratitude,



Jana Kinsey  
Executive Director



# “Young women in Tanzania can act as leaders.”

Women here are being told that their voices are not important, but at AfricAid we make that happen. We are mentoring girls to help them understand that they have a voice and that voice is powerful.”

- Eliakunda Kaaya, Kisa Alumna and Mentor



WHO WE ARE

**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.**



OUR BELIEFS

**Girls have rights.** Girls have the right to equal access to education, the right to live free from exploitation, the right to be happy, and the right to be hopeful.

**Girls are capable.** Girls can be confident, self-reliant, empowered, goal-oriented, fiscally responsible, trustworthy, and able to shape their futures and solve their own problems.

**Girls can ignite change.** Girls can inspire others, become leaders and role models, educate others, and create positive changes in their communities.



WHY GIRLS?

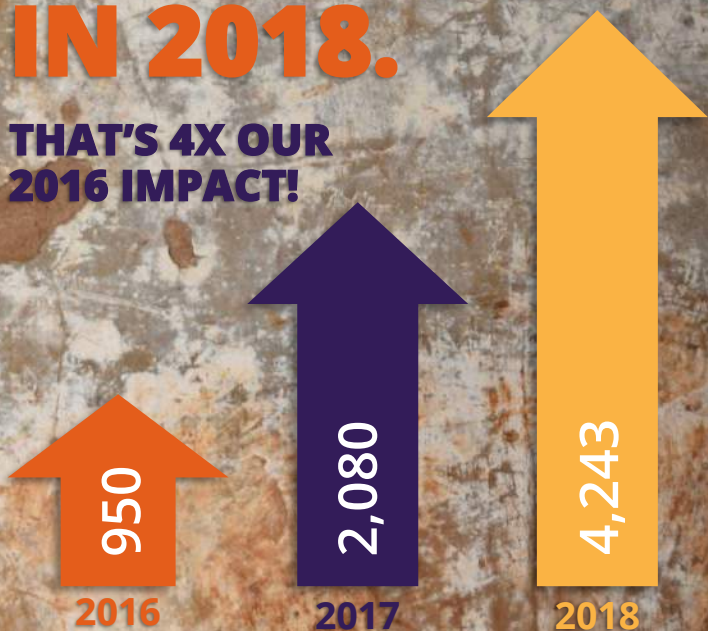
35% of Tanzanian girls enroll in lower secondary school. That drops to 5% for upper secondary and 3% for university. **Educating a girl starts a ripple effect with an exponential impact on her life, her family, and all of Tanzania:**

- For each additional year of secondary school, a girl's earning potential **increases up to 20%**
- **Women reinvest 90%** of their income back into their family
- Increasing the number of women with a secondary education by 1% **raises the GDP by .37%**



**THANK YOU.  
YOU DOUBLED  
OUR IMPACT  
TO MENTOR  
4,243  
GIRLS IN  
TANZANIA  
IN 2018.**

**THAT'S 4X OUR  
2016 IMPACT!**



# 2018 Financials

Thank you for helping us raise \$881,805 to mentor girls, develop leaders, and transform communities.



- 20% Individual & Corporate
- 38% Grants to AfricAid US
- 34% Grants to AfricAid TZ  
excluding funds from AfricAid US
- 7% Special Events (Net)
- <1% Other (includes in-kind)

AfricAid achieves its mission through a joint effort between AfricAid US and its sister organization in Tanzania (TZ). AfricAid TZ is a fully independent legal entity with its own governing board and staff.

Funding for AfricAid TZ comes largely from AfricAid US. As the work in Tanzania has grown, grantors have also provided funding directly to AfricAid TZ, a testament to the strengths, professionalism, and sustainability of its operations.

AfricAid US absorbs the majority of the administrative and fundraising costs associated with obtaining funding for AfricAid TZ, which unfavorably skews AfricAid's expense ratios, while allowing AfricAid TZ to devote most of its resources toward program delivery. AfricAid considers this dual funding structure to be a demonstration of the confidence that grantors have in the work and leadership of the organization.

Presented here are the financial results for 2018 for both AfricAid US and AfricAid TZ. The combined fundraising revenue for the two organizations is shown in the graphic in order to highlight the important role each organization plays in our shared fundraising effort. Thank you for helping us raise \$881,805 to mentor girls, develop leaders, and transform communities.

## US Statement

Jan. 1– Dec. 31, 2018 (Based on 2018 Audit)

### Revenue

Grants	\$ 336,649
Individual & Corporate	\$ 179,316
Special Events (Net)	\$ 62,653
In-Kind Contributions	\$ 1,803
Other	\$ 89
<b>Total Revenue</b>	<b>\$ 580,510</b>

### Expense

Program Services	\$ 237,233
Management & General	\$ 95,899
Fundraising	\$ 122,788
<b>Total Expense</b>	<b>\$ 455,920</b>

**Change in Net Assets** \$ 124,590

### Assets

Cash & Cash Equivalents	\$ 352,120
Other Assets	\$ 154,019
<b>Total Assets</b>	<b>\$ 506,139</b>

### Liabilities & Net Assets

Liabilities	\$ 29,273
Net Assets	\$ 476,866
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 506,139</b>

## Tanzania Statement

Jan. 1– Dec. 31, 2018 (Unaudited\*)

### Revenue

Funding from AfricAid US	\$ 147,141
Grants	\$ 301,295
<b>Total Revenue</b>	<b>\$ 448,436</b>

### Expense

Program Services	\$ 386,989
Management & General	\$ 93,203
Fundraising	-
<b>Total Expense</b>	<b>\$ 480,192</b>

**Change in Net Assets** \$ (31,756)

\*Unaudited AfricAid TZ statements, with certain amounts converted from Tanzanian Shillings to US Dollars at the December 31, 2018 exchange rate of 2299:1.





# “My Mentor takes me as a sister.”

She advises me and gives me hope that I can do something better for my life.”

- Glory, Binti Shupavu Scholar



**In 2018, you helped us mentor 2,539 Binti Scholars at 21 Partner Schools.**

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.



**675 Parents like this father from Karenga attended Engagement Meetings to encourage positive attitudes about educating girls.**

*“I thought [my daughter’s education] is none of my business as a father. I felt awkward that it is a very young lady standing in front there who wants to tell me what my roles are as a parent.*

*Now I don’t want it to end because I have learned so much from you despite the fact you are a young lady.*

*I wish one day to see my daughter confident and knowledgeable as you are. Thank you so much.”*



**Binti Shupavu Scholars complete lower secondary school and are resilient and prepared for future challenges.**

- **99%** of Form 4 Binti Shupavu Scholars graduated in 2018; in 2016, only 69% of girls nationwide graduated
- **96%** of Binti Shupavu Scholars reported that being in the program helped them overcome their greatest challenges
- **100%** of parents surveyed at the end of the program agreed that it is important to educate girls and **96%** agreed that girls are as smart as boys, demonstrating a significant shift from cultural norms





## *Scolastica's Story*

I like to educate other young girls who do not have the chance to be in Binti Shupavu. We were taught the Binti Shupavu program by Madam Violeth. She is so kind and ready to listen to all the students' concerns. She is my role model. I decided to share what I learned with my community by forming a group of young girls at home and mentoring them.

I photocopied and shared my Binti Shupavu notes for my girls. We had a lack of materials like paper and pens for doing assignments. To overcome this challenge, I used my own money that I was keeping in a personal money saving box and bought the necessary supplies. I asked them questions out of what I taught them, and to motivate them I gave a writing pad as a gift to whoever got the answers right.

Some people used to make me lose hope by telling me I cannot really do much to change the future for these girls. Others told me that I was a busybody or that I will perform poorly at school if I continue mentoring my group. But I ignored them because I knew what I was doing.

I am so happy with what I am doing in general because I believe that sharing is caring. I would like these girls to reach their goals, and I would like to reach my own goals of supporting my community, not only in Moshi but the whole country of Tanzania.

*“Scolastica sees the knowledge as something of value and wants to share it. We have other Scholars who do this too. The Scholars see themselves as being part of the change and are ready to act as role models to other girls.”*

*- Asimwe Suedi  
Binti Shupavu Project Manager*





**“We are the ones to change our community.**

As a visionary leader, I can solve different problems because of the knowledge and confidence I gained.”

- Paulina, Kisa Scholar



**In 2018, you helped us mentor 1,704 Kisa Scholars at 28 Partner Schools.**

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.



**1,464 Kisa Alumnae like Fides show the power of confident, educated women to change the status quo.**

*“The university community discouraged me from running for president in every way possible. They told me no woman can be president anywhere. I didn’t want to let their noise stop me. I won with 82% of the vote.*

*When women are empowered to change the status quo, they change the perception of people about female leaders. Leadership is not limited by our biological differences.*

*You are creating something we never thought we’d have: the belief that women can become whatever they want in society.”*



**Kisa Scholars and Alumnae are healthy, confident, and inspired to lead in their own lives and in their communities.**

- **440** Kisa Scholars completed a 2 Day Challenge community service project to bring a positive change to their community
- **26%** of Kisa Alumnae have started a business or a project in their community despite the fact that many are still in university
- **Only 5%** of Kisa Alumnae report having been pregnant compared with a 50% national average for women under age 20



# Helen's Story

My dad died while I was in school. It was the worst time for me and very unforgettable. I never imagined my life without my dad. Kisa helped me to know that I can stand on my own and have the inner confidence to face any challenge. I know he is proud of me.

Before I joined Kisa, I had a low level of confidence in all areas of my life. Kisa is not only a club, but it's more. It's educational and fun. I have learned how to be confident and how to help my community to address various challenges that they face.

My most proud moments are when I help my friends while at school. I feel so happy that I have touched someone's life. The moment I got awarded the best Kisa Scholar, I was ecstatic and overjoyed, and I couldn't believe my eyes or ears.

My favorite Kisa lesson was business planning because I learned how to plan, budget, and manage my business. Since I love business, I really enjoyed my time in class. I taught my mum and sisters about how to budget and how to grow your business.

In the future, I see myself as an inspiring and innovative businesswoman. I will be a good ambassador and tell people about Kisa and its benefits. Furthermore, my confidence level will grow more and more. The knowledge that I got will trickle down to my next generation.



*“I have mentored many Kisa Scholars, but few are as confident, bright, and articulate as Helen. She loves to get involved in the class and made lots of effort with the take-home exercises. During classes she would always give us such good examples from real life.”*

*-Aretha, Helen's Kisa Mentor*



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Fiona Goggins, *Grants & Comms. Coord.*  
Jenica Noble, *Grant Writer*  
Jill Engelstad, *Outreach Coord.*  
Pamela Whitman, *Program Dev. Adviser*

**Thank you to all 306 volunteers, board members, interns, and Alumnae who completed more than 12,500 hours of service in 2018 valued at over \$142,000!**

## Kisa Project

Hadija Hassan, *Manager*  
Magdalena Kitinya, *Manager*

## Mentors

Agatha Chaima  
Aikande Muro  
Aretha Alicia  
Einoth Justine  
Eliakunda Kaaya  
Esther Piniel  
Lightness Godwin  
Mwajabu Msofe  
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Chausiku Mkuya, *Manager*  
Mary Maika, *Asst. Manager*  
Veronica Kilala, *Social Worker*

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Scholastica Minde  
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Vaileth John

# Honor Roll

## \$100,000+

Anonymous Foundation  
NoVo Foundation  
Segal Family Foundation

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She's the First

## \$25,000-\$49,999

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**“GIRLS ARE  
CAPABLE OF  
DOING GREAT  
THINGS IN  
THE WORLD.”**

**- CHIKU  
KISA ALUMNA &  
BINTI SHUPAVU MANAGER**



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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 lives of their communities.