

# 2019

PROJECT ZAWADI  
ANNUAL REPORT





## MISSION STATEMENT

**PARTNERING WITH COMMUNITIES,  
SCHOOLS, AND TEACHERS TO SUPPORT  
QUALITY EDUCATION FOR TANZANIAN  
CHILDREN AND YOUTH.**

## HISTORY

**PROJECT ZAWADI'S ROOTS ARE IN A REMOTE, RURAL VILLAGE (CALLED NYAMUSWA) TUCKED BETWEEN THE SERENGETI AND LAKE VICTORIA.**

It all started when the oldest brother of four orphaned boys decided to work the streets of Musoma selling candy with a singular goal: put his brothers through school. He offered to work for Brian Singer, a Peace Corps Volunteer who was there teaching high school math, and in return his brothers went to school.

After his Peace Corps service, Brian continued to send limited support to the family, but it was not enough to keep them all in school. In July 2000, Brian returned to Tanzania and reunited with the family of boys. Together they laid out a plan to place the two youngest brothers in an English-medium boarding school and Project Zawadi was born.

"When I returned home, I wrote a letter to friends and family requesting donations, and very soon I had more money than necessary. It was time to prepare to sponsor more children."

Since 2000, Project Zawadi has grown from sponsoring two students and raising just \$5,000 to sponsoring hundreds of students and improving the quality of education at dozens of schools. Project Zawadi has been built on deep reciprocal relationships with the community. As our program model grows into the future, we draw strength from this foundation.

## GUIDING PRINCIPLES



**A RELEVANT, QUALITY EDUCATION  
SHOULD BE A HUMAN RIGHT**



**CHILDREN BELONG WITH FAMILIES &  
THEIR COMMUNITIES (NOT INSTITUTIONS)**



**LOCAL COMMUNITIES KNOW BEST  
WHAT THEIR CHILDREN NEED**



**SAFETY IS OF UTMOST IMPORTANCE**



**EFFECTIVE ORGANIZATIONS REQUIRE  
A DIVERSITY OF PERSPECTIVES  
& A COMMITMENT TO CONTINUOUS  
IMPROVEMENT, BASED ON DATA**





TENDA  
TEACHERS

STUDENT  
SPONSORSHIP

MODEL  
SCHOOLS

## MESSAGE FROM THE BOARD

**DURING MY DECADE ON THE PROJECT ZAWADI BOARD, I HAVE SEEN TREMENDOUS GROWTH AND EVOLUTION. I AM SO PROUD OF OUR PAST AND PRESENT WORK AND EXCITED ABOUT WHAT IS IN STORE FOR THE FUTURE.**

As I turn over the leadership reins to Sara Skinner, I know that the future of Project Zawadi is in capable and enthusiastic hands. On the pages to follow, you will read more details about the great strides made this year in our three program areas.

**Student Sponsorship** has expanded support services for all sponsored students, with a particular focus on girls' leadership and expanding post-primary options for vocational students. After a year-long curriculum development process, **Tenda Teachers** has launched an innovative teacher professional development program with a pilot group of 215 educators. **Model Schools** completed its first full year of activities with the first two schools, including classroom renovations, water, and

school clubs. The community engagement planning process with the next two school communities is also now well underway.

All of this was possible because we took the time necessary to thoughtfully prepare for growth and an exponential increase in impact in the upcoming years. This preparation included hiring expert Tanzanian staff to provide critical support for students and programs, nurturing relationships with families, local communities, partners, and the Tanzanian government, and a lot of behind-the-scenes organizational work ensuring Project Zawadi operates at the highest standard for non-profits.

On behalf of the Board of Directors, I want to thank our committed and generous donors. We thank our school, community, and government partners in Tanzania and our incredible staff and volunteers. Our team is strong, our mission is clear, and the foundation for our growth is solidly in place.

Sincerely,



Bette Merchant  
BOARD CHAIR





TOTAL NUMBER  
OF SPONSORED  
STUDENTS

274



PRIMARY

142



SECONDARY

92



UNIVERSITY

8



VOCATIONAL

22



APPRENTICESHIPS

8



IN TRANSITION

2

## STUDENT SPONSORSHIP

**SELECTED BY THEIR HOME VILLAGE COMMUNITIES BASED ON NEED, SPONSORED STUDENTS ENTER INTO A LONG-TERM AGREEMENT WITH THEIR FAMILY, AND PROJECT ZAWADI. STUDENTS AND FAMILIES AGREE TO MAKE SCHOOL ATTENDANCE AND LEARNING A PRIORITY, WHILE PROJECT ZAWADI AGREES TO SUPPORT THE STUDENT AS THEY PURSUE THEIR EDUCATIONAL GOAL, BE IT ACADEMIC OR VOCATIONAL.**

### THE PAST YEAR SAW A SIGNIFICANT EXPANSION TO SPONSORED STUDENT SUPPORT:

1

The new **apprenticeship track** offers additional life and career skill-building opportunities under the mentorship of a practicing local tradesperson. This fills a gap for students whose needs and skills lie outside of a school setting and can provide alternatives to their return to subsistence farming.

2

Two **additional Counselors** were hired, allowing the team to more deeply engage with students and address other issues acting as barriers to education, such as health and safety concerns. This expanded team is working closely with parents, teachers, and community members to provide additional support to students as they move to higher levels of schooling.

3

Addressing **gender issues** through partnerships with groups such as AfricAid brought the first girls' empowerment and leadership training to a group of secondary school girls.



THEN



NOW

**AS A FORMER PROJECT ZAWADI SPONSORED STUDENT, NEW COUNSELOR MARYMARIAH HAS COME FULL CIRCLE WITH THE ORGANIZATION. HER UNIQUE PERSPECTIVE PROVIDES INVALUABLE INSIGHT INTO THE SPONSORED STUDENT EXPERIENCE AND HOW TO BEST SUPPORT STUDENTS IN BUILDING ACADEMIC AND LIFE SKILLS.**





TEACHER TRAINING

TEACHER TRAINING  
HAS STARTED AT  
20 PRIMARY  
SCHOOLS

WITH

215 TEACHERS

4 WARD EDUCATION  
COORDINATORS  
TRAINED

12,829 STUDENTS  
FROM 20 SCHOOLS  
POTENTIALLY IMPACTED BY  
IMPROVED TEACHING  
& LEARNING STRATEGIES

ENGLISH  
BRIDGE

200 STUDENTS  
PARTICIPATED

SCORES IMPROVED BY  
AN AVERAGE OF  
AS MEASURED BY  
PRE AND POST TESTING

86%

## TENDA TEACHERS

**TENDA TEACHERS WAS FORMED IN RESPONSE TO GROWING RECOGNITION THAT IMPROVING INSTRUCTION IS INTEGRAL TO IMPROVING THE QUALITY OF EDUCATION FOR STUDENTS.**

TENDA TEACHERS PROFESSIONAL  
DEVELOPMENT PROGRAM

To provide high quality, school-based teacher training, Project Zawadi staff worked closely with volunteer experts Linda Webster and Ian Keith to create seven interactive videos. These videos present internationally recognized best teaching and learning practices in the context of Tanzanian schools with an aim of supporting the professional development of primary school teachers in Tanzania.

The seven modules, all in Swahili, are fully integrated into a comprehensive learning experience that includes video clips of Tanzanian teachers demonstrating best teaching practices within local classrooms, new strategy instruction, opportunities for teacher discussions, quizzes, and testimonials. This groundbreaking model for primary school teachers in Tanzania was warmly received at its May 2019 launch.

## ENGLISH BRIDGE PROGRAM

In 2018, 200 students completed this seven-week English-language intensive. All students showed substantial improvement in English reading, writing, speaking and comprehension, and many felt much better prepared for secondary school. Volunteers Louise Sherman and Nicole Halabi worked with Project Zawadi staff and local teachers to develop a comprehensive English Bridge curriculum. They also compiled a volunteer handbook that will serve as an invaluable guide for future volunteers.

## BUILDING A NETWORK

Significant time has been dedicated to building relationships with every level of the Tanzanian government, from local village leadership, to Ward and District Offices, to the National Ministry of Education and President's Office. Project Zawadi continues to coordinate the 14-agency Alliance for Teacher Professional Development, working to strengthen the quality of teaching and learning across Tanzania.



208

COMMUNITY MEMBERS  
PARTICIPATED IN  
PLANNING MEETINGS

NEW DESKS 118

17

BLACKBOARDS  
REPLACEDCLASSROOMS  
REFURBISHED

9

1

RAINWATER  
CATCHMENT  
SYSTEM INSTALLED

## MODEL SCHOOLS

**THE FIRST FULL PROGRAM YEAR BROUGHT SEVERAL IMPORTANT IMPROVEMENTS AT BUSORE AND SARAWÉ PRIMARY SCHOOLS. THE STRATEGIC PLANNING PROCESS KICKED OFF FOR THE SECOND SET OF COMMUNITIES, KAMBARAGE AND KURUSANGA PRIMARY SCHOOLS.**

YEAR 1 IMPLEMENTATION - BUSORE AND SARAWÉ  
PRIMARY SCHOOLS

The strategic plans for Busore and Sarawé prioritized projects that improved students' and teachers' educational experiences and could be completed quickly with the available budget. Project Zawadi partnered with the communities to complete structural repair of classroom roofs, doors, floors and windows, the construction of desks, and the replacement of worn out blackboards. A rainwater catchment system was also installed for the new toilets at Busore. These projects have already benefited 1,610 students across both school communities.

COMMUNITY ENGAGEMENT - KAMBARAGE AND  
KURUSANGA PRIMARY SCHOOLS

Kambarage and Kurusanga Primary Schools began the Model School planning process this year. Each school established their community task force, which is comprised of the school headmaster, teachers, parents, and guardians. The task forces met multiple times to create their 5-year strategic plans addressing both immediate and longer-term needs. While some projects at each school mirrored one another, each community highlighted priority projects and created implementation timelines that work for their own communities. Once planning is completed, implementation will start immediately on projects benefiting 1,500 students in these communities.





“WE HAVE SEEN BIG CHANGES AT OUR SCHOOL. THE SCHOOL'S INFRASTRUCTURE HAS ALREADY IMPROVED. OUR TEACHERS ARE BEING TRAINED. WE NOW SEE A FUTURE FULL OF HOPE AT SARAWE.”

- REHEMA GENGA, SARAWE PRIMARY SCHOOL TASK FORCE MEMBER



“I HAVE STARTED USING THE PAIRED TALK STRATEGY TAUGHT BY TENDA. ALL THE STUDENTS ARE ENGAGED IN THE LESSON AND BUILDING THEIR ABILITY TO THINK, REMEMBER AND TO BELIEVE IN THEMSELVES. IT IS ALSO EASIER FOR ME TO KNOW WHERE MY STUDENTS ARE MASTERING THE MATERIAL AND WHERE THEY NEED ADDITIONAL HELP.”

- STEVEN MARITAWERA, BUSORE PRIMARY SCHOOL TEACHER



“PROJECT ZAWADI HAS SUPPORTED MY LIFE IN MANY WAYS, SUCH AS EDUCATION AND SCHOOL HOUSING, BUT MORE IMPORTANTLY NOW I BELIEVE IN MYSELF.”

- MWANAISHA MAKONGO, SPONSORED STUDENT & PARTICIPANT IN THE FIRST GIRL'S EMPOWERMENT CAMP





FINANCIAL STATEMENT

THE FINANCIAL SUMMARY SPANS A 17-MONTH PERIOD SO THAT FUTURE REPORTS WILL ALIGN WITH OUR NEW FISCAL YEAR OF JUNE – MAY. IN THIS FIRST YEAR OF OUR STRATEGIC PLAN IMPLEMENTATION, WE HAVE INVESTED IN OUR CAPACITY ON THE GROUND IN TANZANIA SO THAT WE CAN EFFECTIVELY GROW OUR PROGRAMS. WE ARE PROUD TO REPORT THAT OUR FINANCIAL POSITION IS STRONG AND WE ARE POISED TO SUPPORT OUR GROWTH WITH INTENTION AND PRUDENCE.

FINANCIAL SUMMARY

FINANCIAL SUMMARY  
JANUARY 1, 2018 - MAY 31, 2019

INCOME

Foundations & Corporations	\$44,933
General Fund	\$248,919
Student Sponsorship	\$53,098

TOTAL INCOME \$346,950

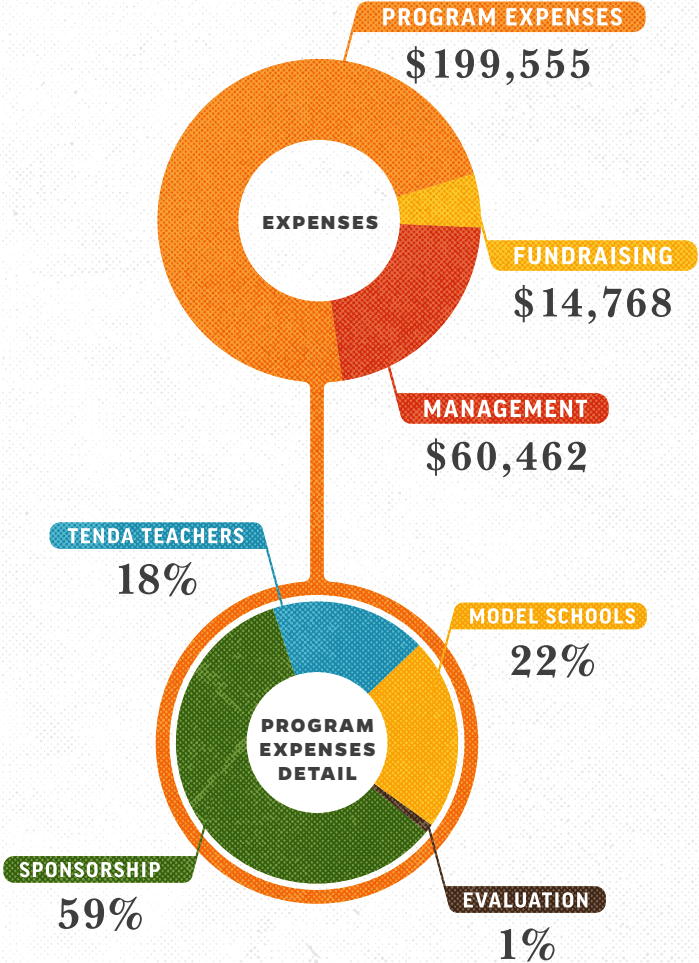
EXPENSES

Fundraising	\$14,768
Management & General	\$60,462
Program Expenses	\$199,555

TOTAL EXPENSES \$274,785  
Net Income (loss) \$72,165

ASSETS, LIABILITIES & NET ASSETS

	2016	2017	2018-19
Assets	\$246,274	\$239,291	\$312,472
Liabilities	\$9,624	\$5,210	\$2,943
Net Assets	\$236,650	\$234,081	\$309,529





## LEADERSHIP - TANZANIA TEAM AT A GLANCE

**JUDITH MERINYO**DIRECTOR OF STUDENT SPONSORSHIP  
& HR DIRECTOR**ADRIAN MAGANGA**

DIRECTOR OF TENDA TEACHERS

**OMBENI MGWILANGA**

DIRECTOR OF MODEL SCHOOLS



CHUKISTA

NERIA

2019 TANZANIA LEADERSHIP &amp; STAFF WITH BRIAN SINGER

MANENO

## LEADERSHIP - TANZANIA BOARD &amp; STAFF

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& HR DIRECTORNeria Atieno  
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APPRENTICESHIP ASSISTANTBenard Maziba  
APPRENTICESHIP COORDINATORMarymariah Upio  
COUNSELOR**TENDA TEACHERS**Adrian Maganga  
DIRECTOR OF TENDA TEACHERSEdgar John Mwansasu  
TEACHER TRAINING COORDINATORGingiri Mwesa  
TEACHER TRAINING ASSISTANT**MODEL SCHOOLS**Ombeni Mgwilanga  
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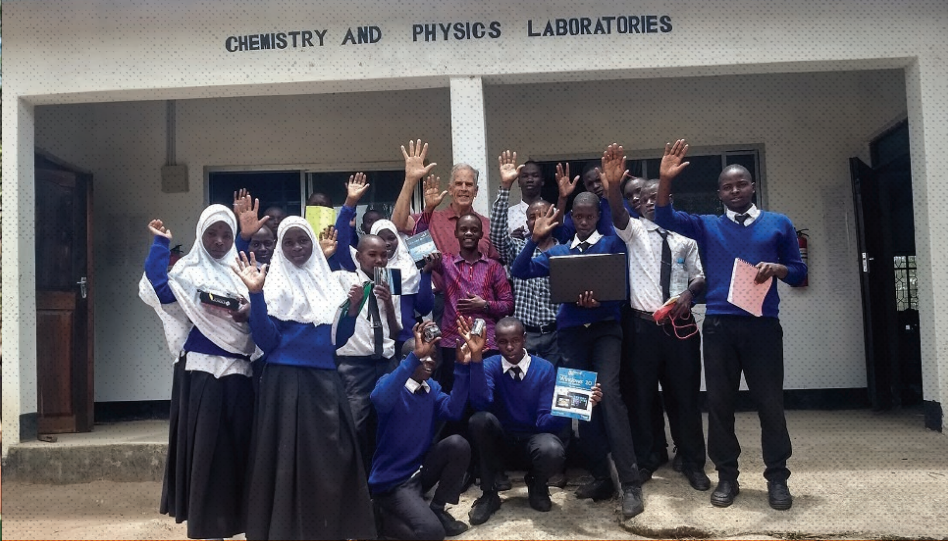
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APPRENTICESHIP PROGRAM



MAKONGORO SCIENCE CLUB



WORKING WITH TEACHERS



ENGLISH BRIDGE TEACHERS & VOLUNTEERS



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# 2019

## PROJECT ZAWADI

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