



2020

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

MODEL
SCHOOLS

STUDENT
SPONSORSHIP



MESSAGE FROM THE BOARD

I AM PROUD OF THE HIGH-QUALITY WORK PROJECT ZAWADI HAS DONE THIS YEAR, BOTH BEFORE AND DURING THE PANDEMIC. THE FORWARD MOMENTUM OF OUR WORK WITH RURAL COMMUNITIES CARRIES ON.

This year, Project Zawadi's programs have continued to grow and deepen their impact in the Nyamuswa area. In the following pages, you will be able to read more about the accomplishments of the **Sponsorship**, **Tenda Teachers**, and **Model Schools** Programs. I think you will be impressed by the excellent work of our staff and volunteers.

Three years ago, we developed an ambitious three-year strategic plan. We have made incredible progress toward those goals, and our day-to-day decision-making has become increasingly strategic, with the plan serving as a guidepost for evaluating opportunities and making short- and long-term decisions.

Behind the scenes, we are building our capacity to manage an ever-expanding organization. We brought additional expertise onto the board in the area of financial management, conducted a thorough review of our financial controls, and launched our first in-country audit for continued transparency. Likewise, new non-profit management expertise has led us to strengthen our program evaluation, staff supervision, and personnel procedures.

The Covid-19 pandemic has brought challenges, but also opportunities. Schools closed in Tanzania from mid-March to June 30th. While this limited some program activities, our staff moved quickly to support the community in reducing the risk from Covid-19, and to help students

continue their studies from home. School closures also presented an opportunity: the Model Schools team completed several construction projects far more efficiently than expected, without disrupting classes.

As always, the support of our donors is what allows us to meet emerging needs and to seize opportunities as they arise. Thank you

Sincerely,



Sara Skinner

Sara Skinner
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, STUDENTS WHO RECEIVE SPONSORSHIP ENTER INTO A LONG-TERM AGREEMENT WITH BOTH 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 DEEPENING OF SPONSORED STUDENT SUPPORT:

1

The **apprenticeship track** continues to have impressive success. Project Zawadi is developing partnerships with local technical colleges as well as additional local apprenticeship placements in fields such as home electrical installation, hair styling, plumbing, cooking, and vehicle mechanics.

2

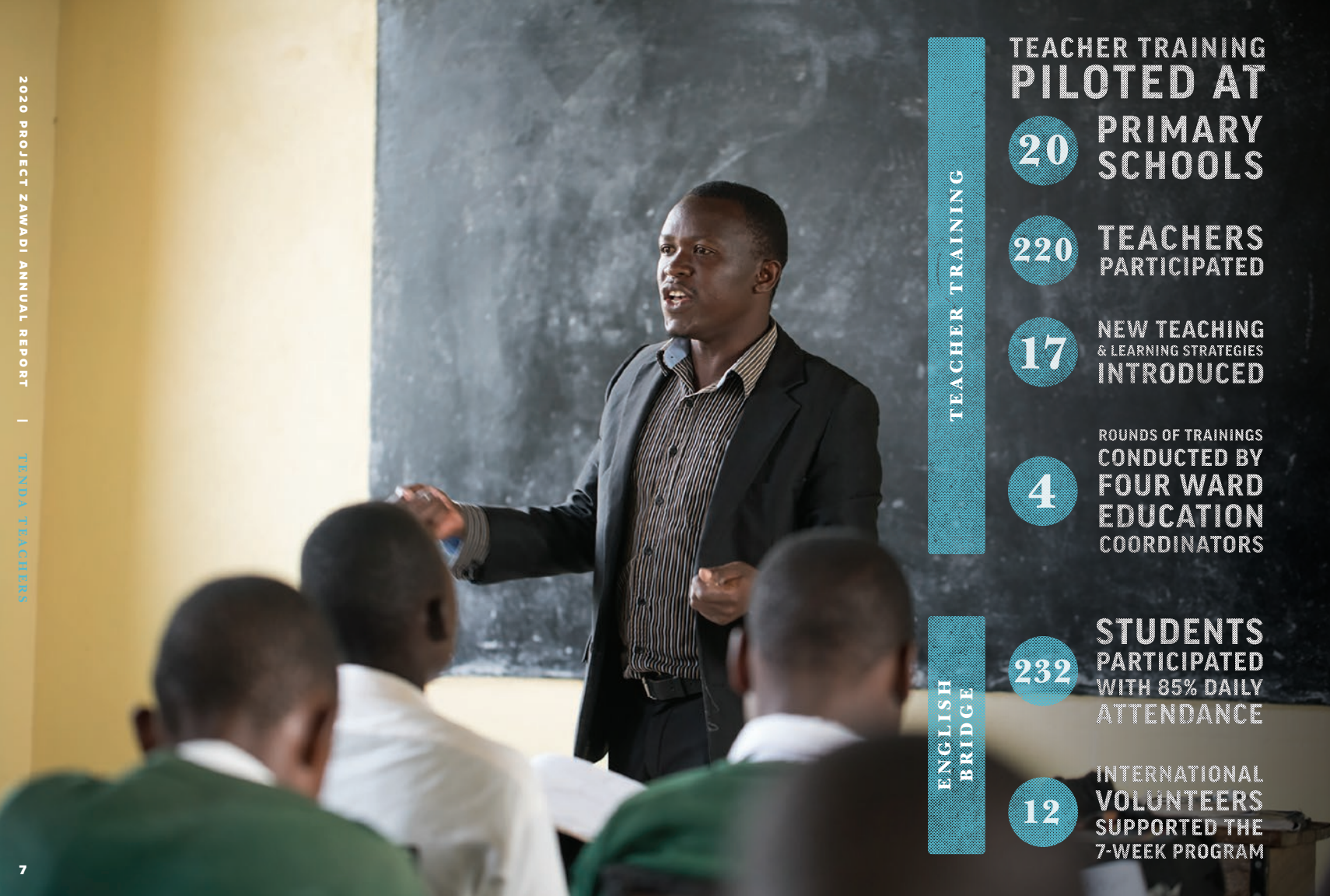
The sewing apprenticeship students have taken on the important job of sewing **reusable menstrual kits** for Project Zawadi sponsored students. Each year 100 kits are distributed to female sponsored students to help reduce school absenteeism due to their periods.

3

During a community listening session at Sarawe Primary School in 2018, the school leadership asked Project Zawadi to help one of their students, Imori, who had been unable to walk for 2 years due to an acute leg injury. Project Zawadi leadership formed a **coalition of volunteers** ranging from safari guides, to orthopedic doctors, to a post-operative rehabilitation NGO in Arusha to address this urgent health request.



IN EARLY 2019 IMORI WAS TRANSFERRED TO ARUSHA WITH THE HOPE THAT AMPUTATION WAS NOT NECESSARY. AFTER A SERIES OF SURGERIES AND A YEAR OF REHABILITATION AT THE PLASTER HOUSE, IMORI RETURNED HOME. HE IS BACK IN SCHOOL AND PLAYS SOCCER WITH HIS FRIENDS.



TEACHER TRAINING

ENGLISH BRIDGE

TEACHER TRAINING
PILOTED AT
20 PRIMARY
SCHOOLS

220 TEACHERS
PARTICIPATED

17 NEW TEACHING
& LEARNING STRATEGIES
INTRODUCED

4 ROUNDS OF TRAININGS
CONDUCTED BY
FOUR WARD
EDUCATION
COORDINATORS

232 STUDENTS
PARTICIPATED
WITH 85% DAILY
ATTENDANCE

12 INTERNATIONAL
VOLUNTEERS
SUPPORTED THE
7-WEEK PROGRAM

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

Project Zawadi piloted its groundbreaking teacher training program using interactive videos with follow up mastery activities at twenty primary schools. The Swahili videos present internationally recognized best teaching practices. They include new strategy instruction, teacher discussions, quizzes, testimonials and clips of Tanzanian teachers using best practices.

Four training cycles with 220 teachers were completed in the pilot year. Focus group and observational data indicated that teachers embraced the trainings and were using multiple new strategies in the classroom. Project Zawadi worked with Tanzanian teachers, principals, and education officials to implement, evaluate and improve the program with the aim of creating a model for the country.

ENGLISH BRIDGE PROGRAM

Beginning in November, 232 students attended Project Zawadi's seven-week intensive English-language course that bridges the language gap between primary school (where Swahili is the language of instruction) and secondary school (where classes are taught in English). This is a major obstacle for student success in school and beyond. Project Zawadi's curriculum uses research-based best practices, is aligned with the Tanzanian curriculum and was co-taught by Tanzanian teachers and a rotation of 12 international volunteers.

BUILDING A NETWORK

Project Zawadi staff spent significant time building relationships with all levels of the Tanzanian government, including schools, District offices, the National Ministry of Education and the President's Office. At the national level, Project Zawadi was asked to assist the Ministry of Education with its effort to train and upgrade teachers who are holding beginning level certificates.

36,090 VOLUNTEER HOURS FOR CONSTRUCTION PROJECTS BY

1,960 COMMUNITY MEMBERS

3,846 KG OF PRODUCE GROWN ON 27 ACRES IN ONE OF TWO GROWING SEASONS

NEW DESKS 154

102 COMMUNITY MEETINGS ATTENDED BY 700 PEOPLE

CLASSROOMS & TEACHER OFFICES TOTALLY REFURBISHED 11

MODEL SCHOOLS

THE MODEL SCHOOLS PROGRAM IS CURRENTLY WORKING AT FOUR PRIMARY SCHOOLS IN THE NYAMUSWA AREA: BUSORE, KAMBARAGE, KURUSANGA, AND SARAWA.

IMPLEMENTATION OF FIVE-YEAR PLANS AND PROGRAM EFFECTIVENESS

Each of the four Model Schools made significant progress on their respective priorities in the past year. Newly completed and/or refurbished classrooms and offices are more functional, pleasant places to teach and learn. The local communities are more effectively engaged and demonstrate great pride of ownership by investing labor and financial resources into school improvement. The district government is also more involved by sending water and civil engineers, agriculture experts, and education officials to support the program. The Model Schools program continues to deepen and broaden collaboration with our sister programs. **Tenda Teachers'** Professional Development Program is being implemented at each of the four sites and apprentices in the **Sponsorship Program** built over 300 desks now used by students at these schools.

MODEL FARMS ESTABLISHED

In partnership with the African Inland Church of Tanzania (AICT), Project Zawadi has worked with key stakeholders to establish agriculture clubs and **Model Farms** based on the best practices of **Conservation Agriculture**. The goals of these efforts are to:

1. Grow enough food to feed students, resident staff, and their families for the year;
2. Provide students with practical, non-classroom educational experiences covering Conservation Agriculture, land use, and agricultural practices (e.g. crop selection and rotation, seed varieties, soil preparation and management, cover crops, water management, integration of trees and livestock);
3. Increase regional food security and economic prosperity in surrounding communities through education of farmers and widespread adoption of Conservation Agriculture farming practices.

We are extremely excited about the promise of these initiatives.



**WE FEEL CONFIDENT
THAT THESE EFFORTS
HAVE MADE A
DIFFERENCE AND
WILL CONTINUE TO
KEEP PEOPLE SAFE**



COVID-19 RAPID RESPONSE

**CONSIDERING THAT PROJECT ZAWADI IS STRICTLY FOCUSED ON EDUCATION,
OUR COVID-19 RAPID RESPONSE WAS UNCHARTED AND EFFECTIVE.**

When Covid-19 first emerged in Tanzania there were many questions and few answers. However, we are proud of the collaboration and creativity of our Tanzanian staff to address the immediate needs presented by this crisis.

Staff worked from home as much as possible and when that was not possible, they worked while practicing social distancing.

1. We provided funds for all Project Zawadi sponsored students to return home when the government closed schools in March.
2. The Sponsorship Program staff delivered exam preparation packets to students who are studying this year to take a national exam in November.

3. The apprenticeship sewing students made several hundred masks. These masks were first distributed at the local market and later at the local medical clinic so that all visiting patients and family members would have a mask.

4. The Model Schools Program used empty paint buckets to make hand-washing stations that were placed in strategic locations around the Nyamuswa area, including the markets and then at schools.

5. The Tenda Teachers Program used its visual, audio and video production skills to move around the villages with loudspeakers and fliers to educate residents on the importance of social distancing, handwashing, and mask wearing.

The above efforts were extremely cost effective because the staff redirected existing resources and invested their time supporting these mitigation initiatives. In the midst of this impressive response from our Tanzanian staff, Project Zawadi also raised over \$53,000 for its Community Vision 2020 campaign to install water solutions for four villages and increase access to clean water for more than 10,000 people.

While many questions remain unanswered, we feel confident that these efforts have made a difference and will continue to keep people safe.

FINANCIAL STATEMENT

OVER THE LAST 12 MONTHS PROJECT ZAWADI HAS EXPERIENCED RAPID PROGRAM GROWTH LEADING TO INCREASED EXPENSES. INCOME ALSO GREW BUT NOT AT THE SAME PACE, CAUSING A MINOR DEFICIT FOR THE YEAR. OVERALL, THE FINANCIAL POSITION REMAINS STRONG AS WE RAPIDLY EXPAND. NATURALLY, THIS GROWTH WILL LEAD TO INCREASED EXPENSES AND THE NEED TO SUBSTANTIALLY BOOST INCOME DURING THE UPCOMING YEAR.

FINANCIAL SUMMARY

FINANCIAL SUMMARY
JUNE 1, 2019 - MAY 31, 2020

INCOME

Foundations & Corporations	\$45,029
General Fund	\$210,404
Student Sponsorship	\$47,567

TOTAL INCOME \$303,000

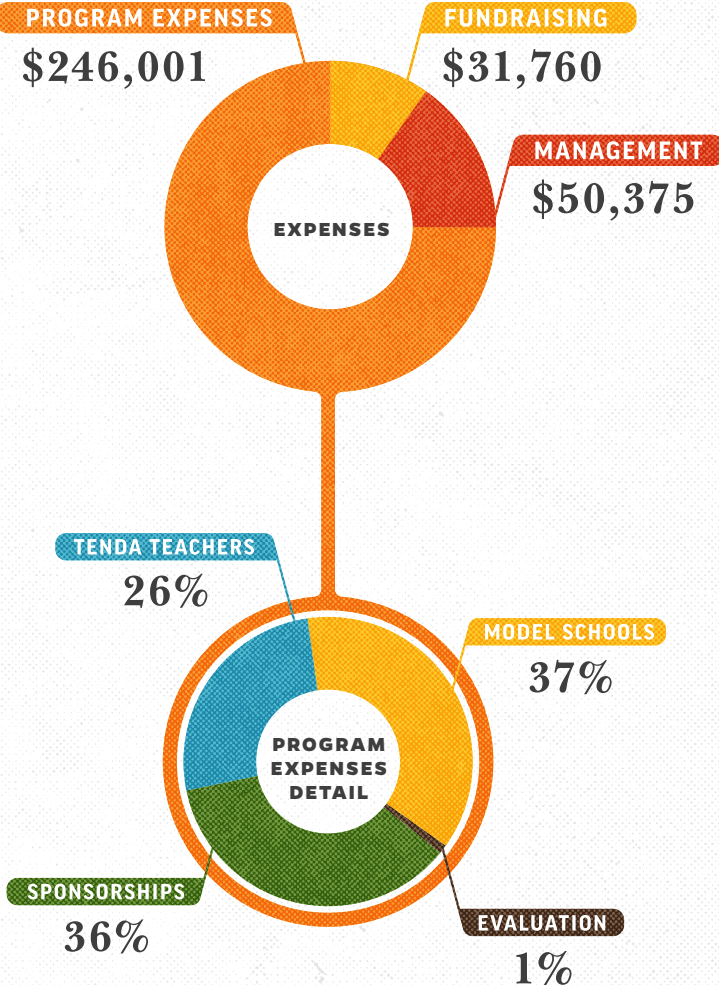
EXPENSES

Fundraising	\$31,760
Management & General	\$50,375
Program Expenses	\$246,001

TOTAL EXPENSES \$328,136
Net Income (loss) (\$25,136)

ASSETS, LIABILITIES & NET ASSETS

	2017	2018-19	2020
Assets	\$239,291	\$312,472	\$287,077
Liabilities	\$5,210	\$2,943	\$1,805
Net Assets	\$234,081	\$309,529	\$285,272



LEADERSHIP - TANZANIA TEAM AT A GLANCE

**JUDITH MERINYO**

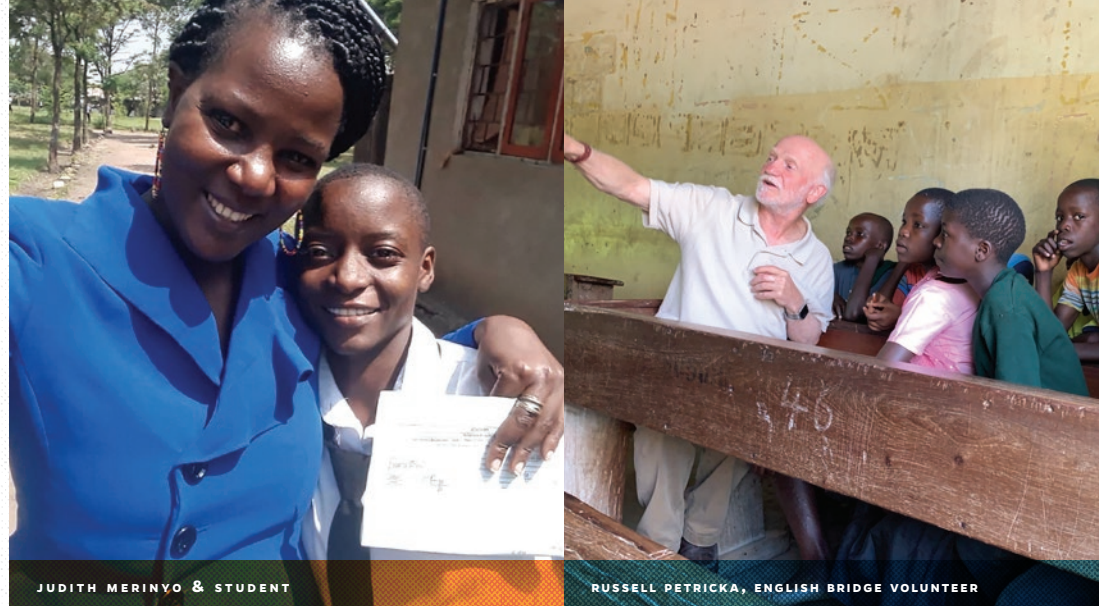
DIRECTOR OF STUDENT SPONSORSHIP
& HR DIRECTOR

**ADRIAN MAGANGA**

DIRECTOR OF TENDA TEACHERS

**JOEL ELPHAS**

DIRECTOR OF MODEL SCHOOLS



JUDITH MERINYO & STUDENT

RUSSELL PETRICKA, ENGLISH BRIDGE VOLUNTEER



Mission: Partnering With Communities, Schools, and Teachers to Support
MODEL SCHOOLS DESK DISTRIBUTION: Tanzanian Children and Youth

JOEL & MANENO AT MODEL FARM

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DIRECTOR OF MODEL SCHOOLS

Maneno Wright
CONSTRUCTION MANAGER & LOGISTICS

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Vicki Dilley PROGRAM MANAGER



DONNA WOLFFE, ENGLISH BRIDGE VOLUNTEER



LACEY WENINGER CO-TEACHING WITH INNOCENT SANARE AT KURUSANGA PRIMARY SCHOOL



MODEL SCHOOLS COMMUNITY WORK DAY



RICHARD CALVERT, VOLUNTEER

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THANK YOU TO OUR 2019-2020 DONORS!

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Google Inc.
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Medtronic Foundation
Trip Advisor
United Health Group
US Bank Foundation

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WE HOPE THAT YOU WILL RENEW YOUR SUPPORT AND SPREAD THE WORD TO YOUR COMMUNITY.

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