



2022



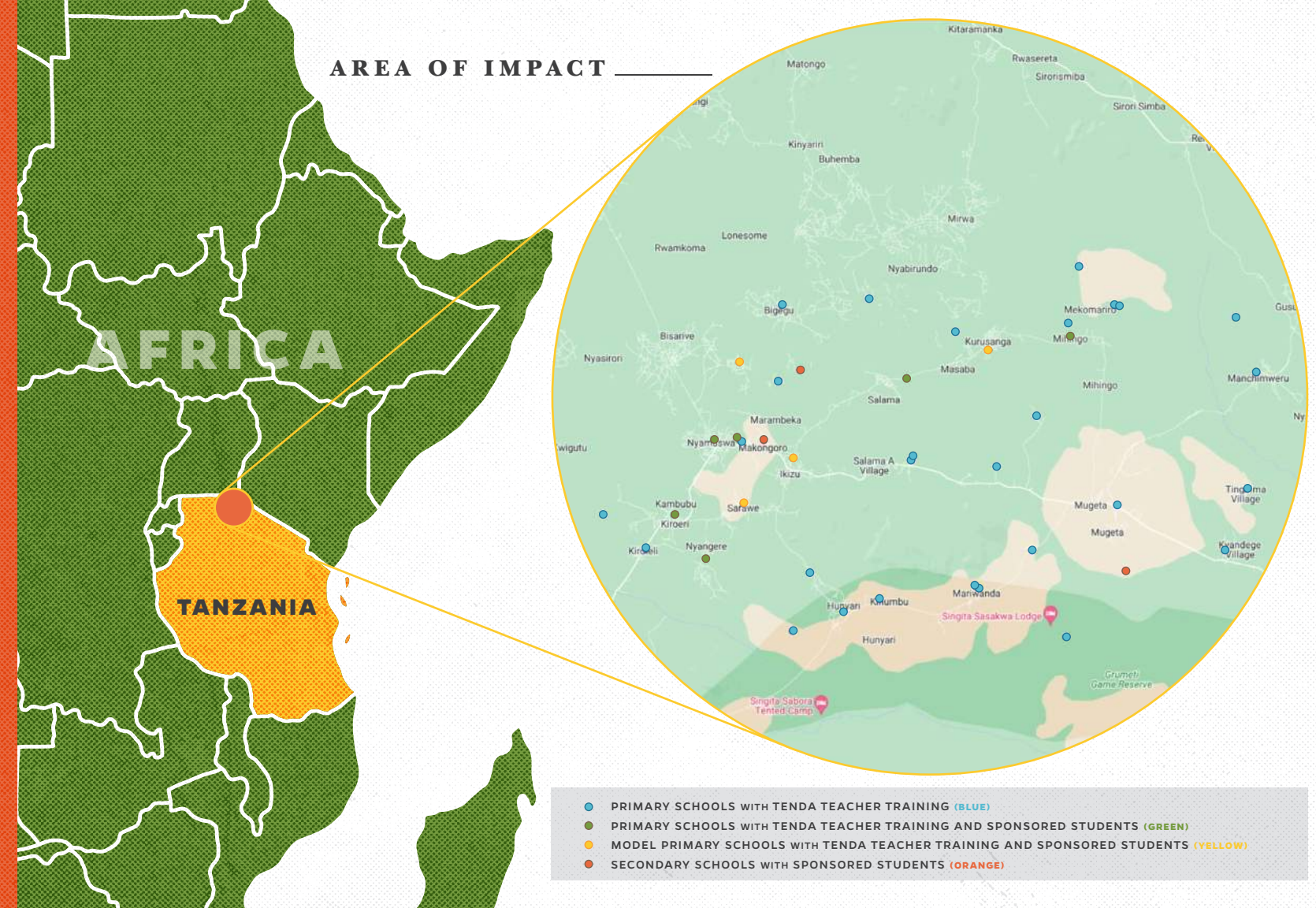
PROJECT ZAWADI
ANNUAL REPORT

MISSION

TO ENSURE TANZANIAN CHILDREN AND YOUTH HAVE ACCESS TO A QUALITY EDUCATION.

STRATEGY

PROJECT ZAWADI LEARNS FROM AND COLLABORATES WITH TANZANIAN COMMUNITIES, SCHOOLS AND TEACHERS TO DESIGN AND DELIVER EFFECTIVE INITIATIVES THAT ARE SUSTAINABLE, REPLICABLE AND CULTURALLY RELEVANT.



STUDENT
SPONSORSHIPTENDA
TEACHERSMODEL
SCHOOLS

ELIA M. SHOWING OFF HIS HOMEMADE TRUCK.
MIHINGO PRIMARY, STANDARD 4

OUR APPROACH

EMPOWERMENT: THE PROCESS OF BECOMING STRONGER AND MORE CONFIDENT, ESPECIALLY IN CONTROLLING ONE'S LIFE AND CLAIMING ONE'S RIGHTS.

WE BELIEVE ECONOMIC AND SOCIAL PROGRESS IS ONLY SUSTAINED WHEN PEOPLE ARE TRULY EMPOWERED.

How does one empower someone? It's a balancing act: too much help and they become dependent. Too little help and they are unable to make change. It requires the right amount of support, collaboration, encouragement, and accountability.

We think about this all the time, in everything we do.

We are constantly learning from and collaborating with Tanzanian communities, schools and teachers to design and deliver effective initiatives that ensure children and youth have access to a quality education. We do this in several ways that you will see in the following pages:

In **Sponsorship**: We give students a lot of support, but not more than they need, and

we hold them accountable to their performance. In empowerment clubs and camps, the students participate in activities that build confidence and encourage teamwork, emotional balance, and healthy relationships.

In **Model Schools**: We collaborate with the community, from planning to implementation. We learn from each other. We work together to serve the community better, in partnership with the district government.

In **Tenda Teachers**: We listen carefully to teachers and share ideas on how to empower students, challenge them to think, and encourage them to take risks.

We know that our efforts are making a long-term difference precisely because we are focused on empowerment so that in our absence the good work will be sustained for the generations to come.

We thank all of Project Zawadi's supporters for being an important part of our mission.



Brian Singer
EXECUTIVE DIRECTOR



Judith Merinyo
COUNTRY MANAGER

ZAINABU G.
MAKONGORO SECONDARY, FORM 2



TOTAL NUMBER
OF SPONSORED
STUDENTS

275



PRIMARY

135



SECONDARY

106



UNIVERSITY

6



VOCATIONAL

6



APPRENTICESHIPS

17



IN TRANSITION

5

STUDENT SPONSORSHIP

OUR VISION IS THAT STUDENTS ARE EMPOWERED TO REACH FOR THE HIGHEST LEVEL OF PERSONAL SUCCESS. WE ARE PROUD TO BE PARTNERS ON THAT JOURNEY.

SECONDARY SCHOOL AND BEYOND

This year 33% of Form 4 students advanced to A-Level while others are still waiting for the selection to A-Level, college or will join the apprenticeship program. One-on-one counseling and group counseling sessions provide Sponsored Students with guidance, encouragement, and actionable plans for their futures.

APPRENTICESHIP SUCCESS

The Apprenticeship Program has grown by 250% since its launch in 2019-20, with special thanks to Dick and Pam Hannon who funded much of the expansion. The number of trades offered has diversified to include electronics repair, computer applications, and door and window installation. This year, 18 apprentices attended Small Industries Development Organization (SIDO) Entrepreneurship Training and Certification in Mwanza. Eight outgoing apprentices—in such trades as tailoring, auto mechanics, and roofing construction—were provided with startup loans and tools to set them on a path of self-reliance.

EMPOWERING FAMILIES TO EMPOWER STUDENTS

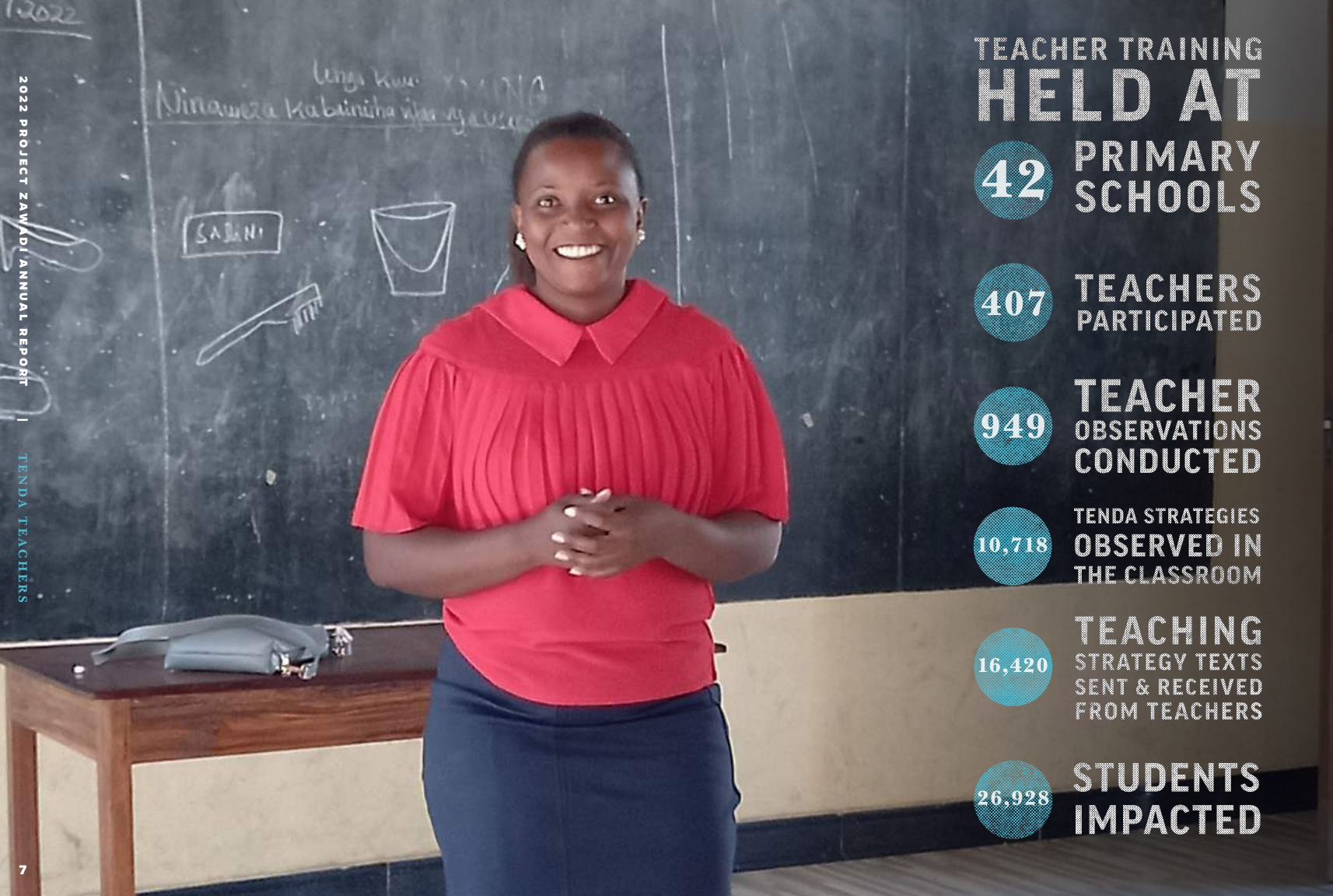
Parent and Guardian Meetings were held in all of our partner schools this year. Their goal was to involve parents and guardians in their student's school performance and progress. To reinforce the importance of the family's role in student success, our team conducted 146 home visits throughout the Nyamuswa area.

GROWING EMPOWERMENT CLUBS

Thanks to the support of Thomas and Karen Stein, Empowerment Clubs were expanded from two to six schools, reaching 300 students. The clubs met weekly with a larger Empowerment Camp held annually. Topics included: Life Skills, Teamwork, Communication Skills, Confidence-building, Emotional Balance, and Interpersonal Relationships. Counselors and Interns, like Nyangige Laurent (right), oversee the clubs and have heard feedback from families that their daughters are more confident.

NANYGIGE LAURENT





TEACHER TRAINING
HELD AT
42 PRIMARY
SCHOOLS

407 TEACHERS
PARTICIPATED

949 TEACHER
OBSERVATIONS
CONDUCTED

10,718 TENDA STRATEGIES
OBSERVED IN
THE CLASSROOM

16,420 TEACHING
STRATEGY TEXTS
SENT & RECEIVED
FROM TEACHERS

26,928 STUDENTS
IMPACTED

TENDA TEACHERS

AS OF THIS YEAR, TENDA TEACHERS IS OFFERING TRAINING THROUGHOUT THE ENTIRE CHAMRIHO DIVISION OF THE BUNDA SCHOOL DISTRICT, REACHING OVER 400 TEACHERS.

EMPOWERED TEACHERS EMPOWER STUDENTS

Our observations tell a clear story: teachers are embracing the new strategies. For example, teachers in their third year of programming are now using an average of 15 Tenda strategies per lesson compared to an average of 8.3 strategies per lesson from a year ago!

Teachers have reported student performance, attendance, and confidence are on the rise. Many teachers expressed not only a greater confidence in their own ability to teach but also a higher certainty in their students' ability to learn.

Most compelling is the impact on students' learning experiences. Students have reported that teachers are keeping them active during lessons, giving good feedback, using kind and polite language when an answer is incorrect, and making sure that they understand before moving to the next topic.

PRACTICE MAKES PERFECT

In addition to training teachers, observing them and providing feedback, Project Zawadi's Tenda Coordinators provide ongoing support by:

1. Facilitating teacher meetings to discuss strategies, successes, challenges, and how to improve.
2. Guiding teachers through the development of high-quality lesson plans.
3. Modeling full lessons in the classroom as guest teachers so teachers can see the Tenda strategies in action.

GREAT TEACHERS CHANGE LIVES, MEET MADAME LEVINA

Madam Levina (pictured on the opposite page) teaches at Nyamuswa Primary School. She has received three years of Tenda Teacher training and is considered a great teacher because 99% of her Standard 7 students in 2021 passed their national examination and were selected to join secondary school. This year she was named the **Best Teacher in Bunda District** by the District Executive Director. She shared with us that the Tenda Teachers strategies have resulted in better performance, greater engagement, and increased critical thinking among her students.



CONSTRUCTION

1 KINDERGARTEN
CLASSROOM1 SIX-UNIT
TOILET BUILT
AT NYAMUSWA
PRIMARY18 TEACHER
HOUSING UNITS120 METERS-DEEP
WELL DRILLED
BY PZ PRODUCES10,000 LITRES OF
WATER DAILY
AT KAMBARAGE
USED BY
STUDENTS,
TEACHERS, AND
THE COMMUNITY24 LOCAL FARMERS
TRAINED IN
CONSERVATION
AGRICULTURE5,308 KG OF MAIZE
HARVESTED AT
FOUR SCHOOLS
TO FEED3,100 STUDENTS
FOR HALF THE
SCHOOL YEAR

WATER

MODEL FARMS

MODEL SCHOOLS

SIGNIFICANT INFRASTRUCTURE PROGRESS WAS MADE
AT EACH OF THE FOUR MODEL SCHOOLS THIS YEARINFRASTRUCTURE PROJECTS
NEARING COMPLETION

Teachers have moved into the 6-in-1 teacher housing block at Kambarage. In fact, that school attracted two new teachers specifically because of the housing. At Sarawe, the 6-in-1 block is more than 60% complete and we expect teachers to move in January of 2023. At Busore, the foundation for the 6-in-1 is complete and thousands of bricks have been made. At Kurusanga, they have requested 2 more classrooms instead of teacher housing.

Water is flowing from the well at Kambarage to the teacher housing, school toilets, student handwashing station, and the school kitchen! The school and community are now using approximately 10,000 liters

of water daily. The village leadership is being trained to keep the system running. Busore Primary will be next to get running water, then Kurusanga, then Sarawe.

As we reach the last items on the list of required infrastructure projects, we are turning our focus to other elements that improve the quality of education like school leadership, safety, nutrition, parental involvement, and quality of class time.

INCH BY INCH, ROW BY ROW

The Model Farms have been very productive this year. For the first time ever, students at Busore Primary School have started eating lunch at school thanks to the successful harvest from the school's farm.

In addition to teaching Conservation Agriculture in the school Agriculture Clubs, 24 local farmers were trained in these techniques this year. With farming being the primary economic activity for most families, increasing the quality and quantity of their yields can be transformational.

WELCOME MARTHA ONAEL,
MODEL FARMS COORDINATOR!

Martha comes to Project Zawdi with a degree in Rural Development from Sokoine University of Agriculture. She works with partners, schools and community members to design plans for and implement farms that use Conservation Agriculture techniques at all four Model Schools.

PROFILE VIDEOS



MODEL SCHOOLS: FEEDING PROGRAM AT BUSORE PRIMARY

MODEL FARMS COORDINATOR, MARTHA ONAEL,
TALKS ABOUT THE IMPACT ON STUDENTS WHEN
LUNCH IS PROVIDED AT SCHOOL.



SPONSORSHIP PROGRAM: GURAKA MASUHA, FORM 4

AS THE MIDDLE OF SEVEN CHILDREN, GURAKA'S
SPONSORSHIP HAS EMPOWERED HIM TO WORK
HARD IN ORDER TO IMPROVE THE CIRCUMSTANCES
FOR HIS FAMILY.



MODEL SCHOOLS: COMMUNITY WATER PROJECT AT KAMBARAGE PRIMARY

HEAR FROM GOODLUCK ESTOMIH AND PAMELA
MATHIAS AS THEY DESCRIBE HOW ACCESSIBLE,
CLEAN WATER CHANGES EVERYTHING.



TENDA TEACHERS: THE IMPACT OF TEACHER PROFESSIONAL DEVELOPMENT

STUDENTS, TEACHERS AND GOVERNMENT
LEADERSHIP TALK ABOUT THE TRANSFORMATION OF
TEACHING AND LEARNING IN THE CLASSROOMS.



TO VIEW PROJECT ZAWADI PROFILE VIDEOS OPEN YOUR PHONE'S CAMERA, SCAN THE QR CODE AND WATCH. YOU CAN ALSO GO TO WWW.TINYURL.COM/PZARVIDEOS2022 TO WATCH ALL FOUR VIDEOS.

FINANCIAL STATEMENT

THE ORGANIZATION IS IN A STRONG FINANCIAL POSITION, WITH SUFFICIENT RESERVES. OVER THE PAST TWO YEARS, THE ORGANIZATION HAS BEEN CASH FLOW NEUTRAL. DUE TO AN EXTRAORDINARY GIFT, FY21 HAD A LARGE SURPLUS. EVEN THOUGH THAT GIFT WAS NOT REPLICATED IN FY22, INCOME STILL INCREASED BY 8%. AT THE SAME TIME, ALL THREE PROGRAMS SAW EXPANSIONS AND MAJOR IMPROVEMENTS THAT INCREASED OVERALL SPENDING BY 60%.

TO ACHIEVE A BALANCED BUDGET FOR FY23 WE ARE PLANNING A 10% GROWTH IN FUNDING (TO \$630,000) ACCOMPANIED BY A 7% DECREASE IN SPENDING. INCREASED FUNDING WILL COME FROM SEVERAL NEW INITIATIVES, INCLUDING BUT NOT LIMITED TO: 1) IN-COUNTRY FUNDRAISING, 2) INCREASED SOCIAL MEDIA MARKETING DESIGNED TO ATTRACT NEW INDIVIDUAL DONORS, AND 3) EXPANDED GRANT PROPOSAL WRITING.

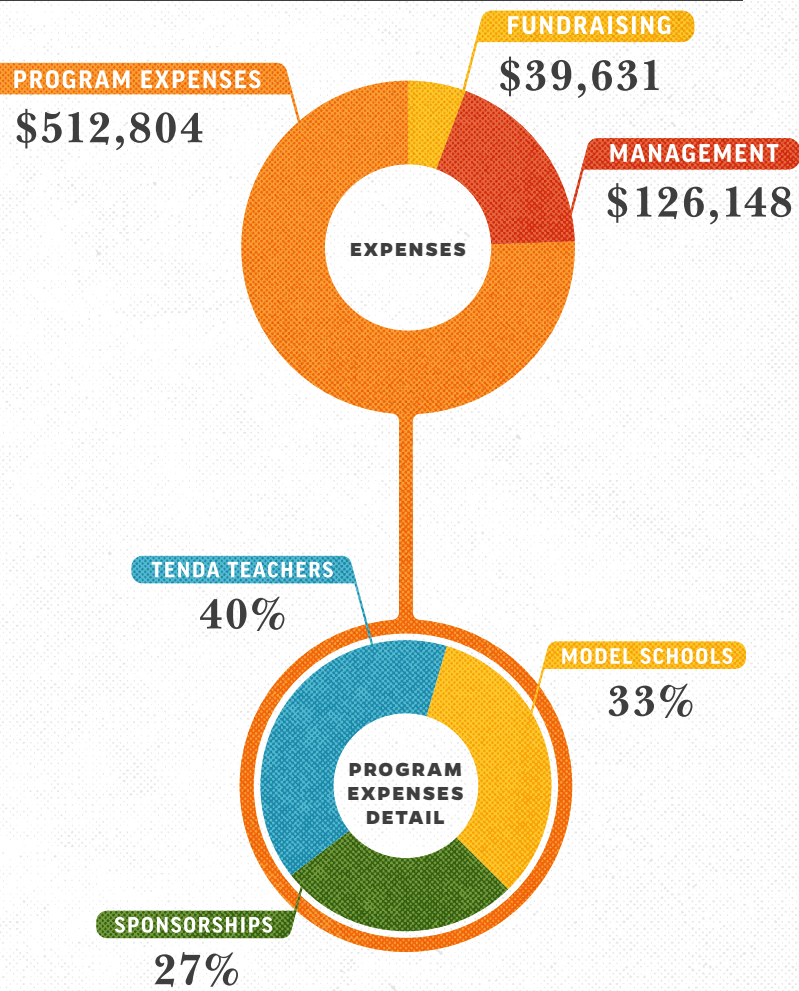
TO REDUCE EXPENSES, WE ARE: 1) HOLDING SPONSORSHIP EXPENSES STEADY, 2) REDUCING MODEL SCHOOLS EXPENSES (THIS WAS PLANNED AS WE COMPLETE THE MAJOR INFRASTRUCTURE PROJECTS AT THE FOUR MODEL SCHOOLS), AND 3) REDUCING TENDA TEACHERS EXPENSES (AS WE PHASE OUT OF WAVE 1 SCHOOLS).

IF FUNDING INCREASES BEYOND THE CURRENT PROJECTION OF \$630,000, WE HAVE A LIST OF PROJECTS THAT WE WOULD LIKE TO IMPLEMENT.

STATEMENT OF ACTIVITIES

FISCAL YEARS 2021 AND 2022

INCOME	2021	2022
Foundations & Corporations	\$42,738	\$97,124
General Fund	\$397,312	\$411,242
Student Sponsorship	\$59,595	\$69,465
Other	\$28,912	(\$7,132)
TOTAL INCOME	\$528,557	\$570,699
EXPENSES		
Fundraising	\$35,948	\$39,631
Management & General	\$80,069	\$126,148
Program Expenses	\$310,195	\$512,804
TOTAL EXPENSES	\$426,212	\$678,583
Surplus (deficit)	\$102,345	(\$107,884)
Net Assets	\$385,738	\$267,887



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WATER PROJECT COORDINATOR

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SCHOOL CLUBS COORDINATOR

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MODEL FARMS COORDINATOR

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CELEBRATING THE TEACHER HOUSING



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NEHEMIAH KIPANDE METHOD, TEACHER TRAINING COORDINATOR



PROJECT ZAWADI INTERNS (ALL FORMERLY SPONSORED STUDENTS) WITH JUDITH



ACCESS 2 TANZANIA'S 1ST ANNUAL BENEFIT RUN

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IN MEMORIAM: MANENO WRIGHT

WITH PROFOUND SADNESS, WE REPORTED THE LOSS OF MANENO WRIGHT ON MAY 9, 2022 AFTER A FIVE-MONTH BATTLE WITH ESOPHAGEAL CANCER. MANENO WAS A HARD-WORKING, HONEST, AND PASSIONATE PERSON WHO CARED DEEPLY ABOUT THE STUDENTS AND COMMUNITY.

HE WAS ADMIRABLE BY ALL THAT KNEW HIM. EVEN THOUGH HE WAS NOT A COUNSELOR, HE SEEMED TO KNOW ALL THE STUDENTS BY NAME. EVEN THOUGH HE WASN'T A TEACHER, HE WAS ABLE TO COACH TEACHERS DURING VIDEO SHOTS. WHEN STUDENTS NEEDED TRANSPORT TO A HOSPITAL OR WE NEEDED INFORMATION, MANENO WAS THE FIRST TO STEP UP. NO MATTER THE SITUATION, THE NEED, OR QUESTION, WE COULD RELY ON MANENO TO HELP.

ONE DAY, MANENO WAS VISITING BUSORE PRIMARY SCHOOL TO CHECK UP ON A CONSTRUCTION PROJECT HE WAS MANAGING. HE NOTICED A BOY HAD BEEN TEASED AND ROUGHED UP BY SOME OTHER KIDS. THE BOY WAS IN TEARS. MANENO STEPPED IN, GOT ON THE GROUND, DUSTED HIM OFF, STRAIGHTENED HIS CLOTHES UP AND COACHED HIM ON HOW TO PROCEED. BEFORE LONG, THE BOY WAS SMILING AND READY TO GET BACK TO CLASS.

WE WILL ALL MISS MANENO. WE ALSO KNOW THIS: HE WILL MISS US. HE DEEPLY REGRETTED GETTING SICK BECAUSE HE SO ENJOYED WORKING IN HIS COMMUNITY.

JUST AS HE WOULD WISH, WE WILL USE MANENO'S MEMORY AS MOTIVATION TO CARRY ON WITH PROJECT ZAWADI'S MISSION.



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THANK YOU TO OUR 2021-2022 DONORS!

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