

A photograph of two young Black school children standing outdoors. The child on the left is wearing a green V-neck sweater over a white collared shirt and is smiling while holding a bowl of food. The child on the right is wearing a white short-sleeved button-down shirt with a school crest on the pocket and is also smiling, holding a bowl of food and a spoon. In the background, there is a wooden structure and trees. A large orange number '2025' is overlaid on the left side of the image.

# 2025

## PROJECT ZAWADI ANNUAL REPORT



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## **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.**

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FORMER PZ STUDENTS GIVE BACK



PIALA ALBERT, BUSORE PRIMARY TEACHER IN THE GARDEN



PZ COUNSELOR IN ACTION



STUDENT SAFETY WORKSHOP



TENDA MEETING WITH TANZANIA INSTITUTE OF EDUCATION (TIE)



MARIETHA BELEGE (TIE), NEHEMIAH KIPANDE (PZ), AND ROSE CHIPINDULA (TIE)



STUDENT  
SUPPORT

TENDA  
TEACHERS

MODEL  
SCHOOLS

RACHEL EMMANUEL P.  
GRADE 7  
BUSORE PRIMARY SCHOOL



## OUR APPROACH

Dear Friends,

We're excited to share some major updates as we continue our mission to transform education in Tanzania. Over the past few months, we've been shaping a bold 10-year strategic plan; one that positions us to deepen our impact and expand our reach in meaningful ways.

As part of this next phase, we're transitioning out of several schools - knowing the seeds we planted will keep bearing fruit. While it's hard to say goodbye, we do so with pride and with excitement for what's ahead. Soon, we'll begin programming in 13 new schools, bringing our commitment to even more students, teachers and schools. Every ending is a new beginning.

One of the greatest joys in leading this organization is hearing how exceptional our staff are. Whether in the schools or behind the scenes, their dedication and heart never go unnoticed. That's why we're so pleased to share that we're developing a comfortable new office space in Nyamuswa —a home that reflects the quality of the people who make this work possible.

We're also honored to celebrate the memory of Lynne Wadlinger Stryker, a longtime friend and supporter. Thanks to a generous gift made in her name, we're naming our new conference room after her and welcoming her into our Legacy Circle. It's a small

tribute to a remarkable person whose belief in our work never wavered.


**"The legacy we leave is not just in our possessions, but in the quality of our lives, the lives we touch, and the world we shape." — Unknown**

We invite you to consider joining Lynne and others in the Legacy Circle (page 22) — ensuring that our mission continues to grow for generations to come.


Explore the pages of this report, celebrate the accomplishments of the past year, and look ahead to next year — our 25th Anniversary, a milestone we'll mark with special events and celebrations (pages 11-12).

With Gratitude,



  
Brian Singer  
EXECUTIVE DIRECTOR



  
Gilbert Raymond  
COUNTRY MANAGER

TOTAL NUMBER  
OF SPONSORED  
STUDENTS

357



PRIMARY

145



SECONDARY

135



COLLEGE/  
UNIVERSITY

21



APPRENTICESHIPS

56



## STUDENT SUPPORT

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### TOGETHER, WE ARE BUILDING A SAFER AND BRIGHTER FUTURE FOR TANZANIAN STUDENTS.

#### STUDENT SAFETY

This year, Project Zawadi reached 16 communities with training and support for community leaders, teachers, and students, building awareness and practical skills to protect children. Many students now report feeling more confident advocating for themselves. In each community, we are identifying and training Community Champions — trusted local ambassadors who can respond to concerns, prevent abuse, and support children in need. Once again, **Together Women Rise** and the **Weyerhaeuser Family Foundation** made much of this work possible.

#### RAPID RESPONSE

Iddy is a determined young student whose dreams were interrupted when he broke his leg in two places. With limited medical options in his rural community, recovery stalled completely. His situation is exactly why we created the **Rapid Response Initiative** — the name we've now given to the urgent, unbudgeted support we've always provided when a student's education is at risk.

Because of your generosity, Project Zawadi relocated Iddy's family so he could receive a year of hospital care. Today, he walks with a crutch, and a final surgery in January is expected to help him walk fully again.

**"I thought my son had given up on life. Now he wants to live again — because of you." — Iddy's mother**

Iddy's case exemplifies this work. Often, modest interventions make life-changing differences. Without donor generosity, this rapid, critical work would not be possible.

#### ALUMNI GIVE BACK

Former Project Zawadi students are now giving back. This year, an alumni group donated food to Salamakati Primary School and planted over 300 trees on campus with their own hands — a living symbol of the cycle of generosity your support creates. Your generosity is planting seeds — in classrooms, in communities, and in the hearts of students who will one day give back themselves.

# TENDA IMPACTS

LOCAL

46 PRIMARY  
SCHOOLS

446 TEACHERS  
PARTICIPATED

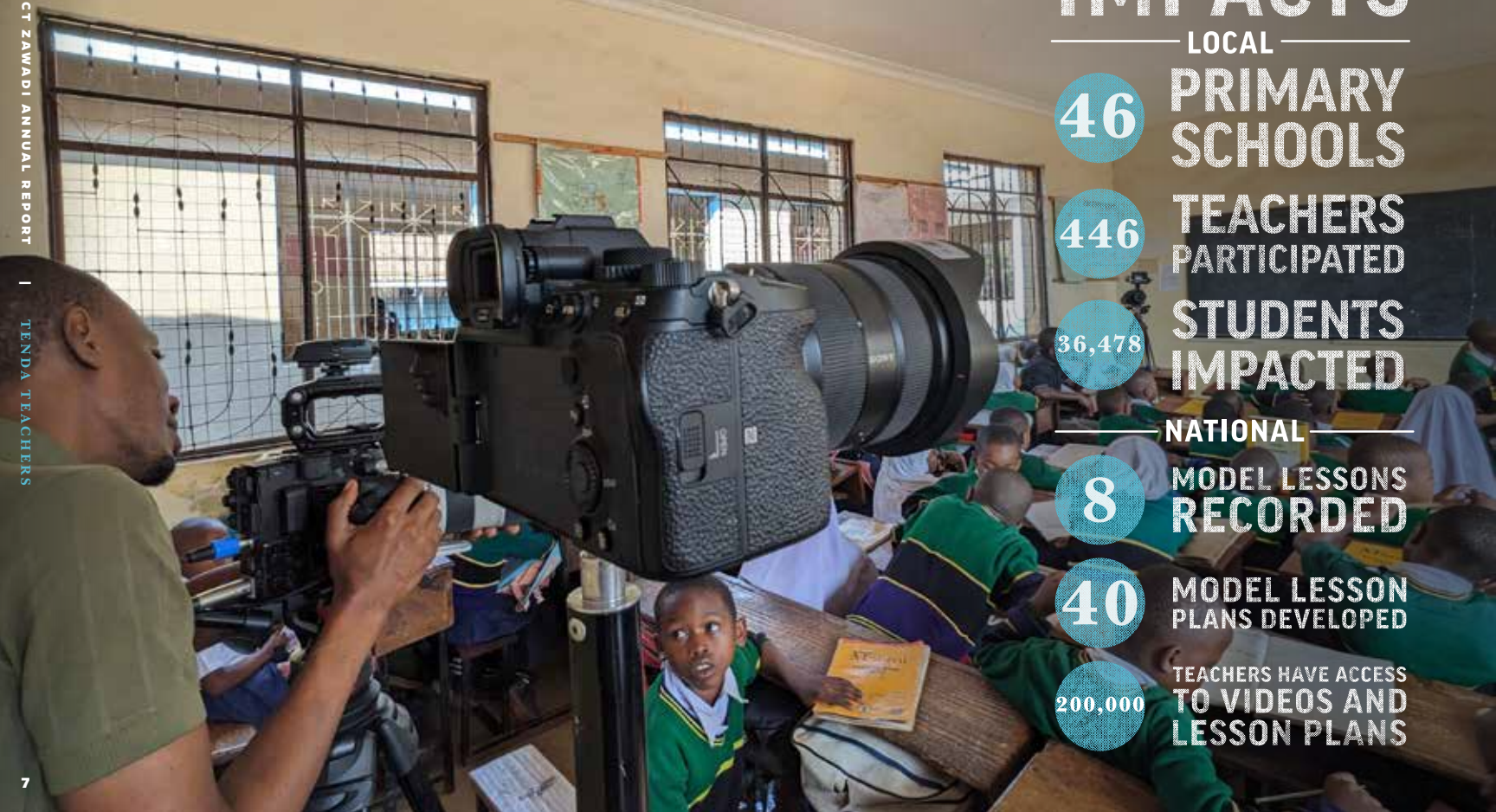
36,478 STUDENTS  
IMPACTED

NATIONAL

8 MODEL LESSONS  
RECORDED

40 MODEL LESSON  
PLANS DEVELOPED

200,000 TEACHERS HAVE ACCESS  
TO VIDEOS AND  
LESSON PLANS





## TENDA TEACHERS

## INVESTING IN TEACHERS, IMPACTING A NATION

## NATIONAL IMPACT

This year, we completed eight high-quality training videos in collaboration with the Tanzania Institute of Education. These videos feature Tanzanian teachers modeling proven strategies to improve learning outcomes. Approved by the national government, they will be hosted on its Learning Management System, giving **200,000 primary school teachers** across the country free access.

We are on track to produce **40 videos** — one for every grade and subject — so teachers nationwide have practical, visual guidance for better teaching. In addition, we are building a national bank of lesson plans that integrate Tenda strategies, helping teachers bring these methods to life in their classrooms.

## LOCAL IMPACT

On the ground, we've been working closely with **46 schools and 439 teachers**. We provide workshops, classroom observation, one-on-one feedback, and targeted resources. Teachers are increasingly adopting Tenda strategies, and we've seen inspiring improvements in student engagement and understanding.

After nearly six years in our first wave of 17 schools, we are concluding that phase — and expanding into **13 new schools**. It's both a celebration of long-term progress and an exciting new beginning.

**“Before, teaching was a teacher-centered task. My classes are now active and the teaching and learning is effective. I enjoy teaching with these strategies.”**

— Sayi Ndege, Primary School Teacher, Tenda Program

## SEE TENDA IN ACTION



Scan the QR code to watch one of the videos created with the Tanzania Institute of Education. You'll see real Tanzanian classrooms — and the strategies that are changing how students learn.

Through both national and local efforts, the Tenda Teachers Professional Development Program is reshaping education across Tanzania — one classroom, one teacher, one student at a time.

Thank you to the **Gerald A. & Karen A. Kolschowsky Foundation** and the **Richard C. Romano and Margaret V. Romano Charitable Trust** for leadership support of this program.

# 6-YEAR OUTCOMES

## CONSTRUCTION COMPLETED

**17** CLASSROOMS  
CONSTRUCTED OR  
REFURBISHED

**18** TEACHER  
HOUSES

**22** TOILETS

**512** DESKS

## WATER

**7** WATER  
SYSTEMS  
BUILT

**93,600**  
LITERS  
OF WATER  
USED DAILY

## MODEL FARMS

**83,808**  
KG OF FOOD  
GROWN &  
DONATED

**451,029**  
SCHOOL  
MEALS  
SERVED



## MODEL SCHOOLS

### PROVEN SUCCESS, POISED FOR GREATER IMPACT

Over the past six years, the Model Schools Program has worked closely with four primary schools, providing teacher housing, classrooms, toilets, desks, water systems, agricultural support for the school meals program, tree planting, and student clubs. We've also built the skills of school and community leaders to improve planning, teacher development, and the creation of safe and supportive learning environments.

This year, we're proud to share not just one year of progress, but the cumulative results of a remarkable six-year journey of transformation. The numbers—shown in detail on the facing page—are a powerful reminder of how deeply this program has improved students' ability to focus and learn. This year's unusually dry season underscored the lasting value of our work: water systems we installed years ago are still providing essential access to clean water for local communities.

With our work in these four schools now complete, we're expanding into 13 new ones — applying lessons learned to achieve even greater impact at a lower cost. Our new four-step approach will:

1. **Begin with leadership development** — strengthening skills in project planning, community engagement, and school management.
2. **Enhance school agriculture programs** — to ensure sustainable support for student meals.

3. **Implement the Tenda Teachers Professional Development Program** — raising the quality of teaching across classrooms.
4. **Provide infrastructure support** — as an incentive for strong performance.

We're seeking sponsors to help transform the next 13 schools in our expansion. A sponsorship of \$10,000 per year for six years provides not just buildings and resources, but the chance for thousands of children to learn in safe, well-equipped classrooms, enjoy daily meals, and be taught by supported, inspired teachers. Each sponsor will receive naming rights recognition at their school, creating a lasting connection to the community they've helped strengthen.

For those unable to commit at that level, there are opportunities to fund specific projects — from water systems to agricultural programs — over the same six-year journey.

Already, eight schools have been sponsored thanks to the generosity of: Rhonda Barona & Expanding Horizons, Joe & Amy Cass, Michael & Clare Kerins, Malcolm & Mary Morris, Diane & Gary Rumsey, and a memorial gift honoring Lynne Wadlinger Stryker.

**This model doesn't just improve schools** — it equips leaders, builds resilience, and creates change that will endure long after the project ends.



# COME ONE, COME ALL TO OUR 25<sup>TH</sup> A

## SAVE THE DATE

January 23, 2026, 6:00pm

New York City

An intimate reception event reflecting on the start of Project Zawadi in the city where it all began.

## 25<sup>TH</sup> ANNIVERSARY SAFARI & VILLAGE CELEBRATION

March 6-17, 2026

Tanzania

This special group safari features the wonders of Tanzania's natural beauty capped by a special celebration in Nyamuswa Village including music, dancing, games and a community 5K fundraiser on March 15th. PZ's work has centered in this community since Brian Singer served in the Peace Corps from 1993-1995. Over three decades later, PZ's educational work is having a national impact.

**Space limited to 20 participants. Registration is open.**



ENGLISH BRIDGE VOLUNTEERS WITH STUDENTS



PZ SAFARI GROUP, 2024



# ANNIVERSARY CELEBRATION EVENTS!

## TWIN CITIES CELEBRATION

September 2026

Details To Be Announced.

## ANNUAL ENGLISH BRIDGE PROGRAM WITH ARUSHA FUNDRAISING PARTY

November 6-21, 2026

Tanzania

Our annual English Bridge program will feature special events to culminate our 25-year celebrations. First, we will host a fundraising party in Arusha with live music, food and drink on November 7th. Then, at the halfway point of the English Bridge program, a celebration will be held in Nyamsuwa to kick-off the next 25 years. In addition, for the adventurous travelers, you can join founder, Brian Singer, for a pre-trip Kilimanjaro Climb from October 30 - November 6, 2026.

**Space limited to 20 participants. Registration is open.**



**SCAN THE QR FOR MORE DETAILS  
ON THESE EVENTS AND LINKS FOR  
TRIP REGISTRATION.**

**PROCEEDS TO BENEFIT PROJECT ZAWADI.**



## FINANCIAL STATEMENT

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### EFFICIENCY + IMPACT: 93¢ OF EVERY DOLLAR GOES DIRECTLY TO PROGRAMS.

PROJECT ZAWADI ENDED THE FISCAL YEAR IN A STRONG FINANCIAL POSITION, WITH TOTAL INCOME OF \$671,647 AND EXPENSES OF \$667,313, RESULTING IN A MODEST SURPLUS OF \$4,334. EVEN WITH A SMALL DECREASE IN INCOME COMPARED TO THE PRIOR YEAR, CAREFUL MANAGEMENT OF EXPENSES ENSURED THAT PROGRAMS REMAINED WELL-FUNDED AND SUSTAINABLE. ONCE AGAIN, MORE THAN 93% OF ALL EXPENSES WENT DIRECTLY TO PROGRAMS, DEMONSTRATING OUR CONTINUED COMMITMENT TO EFFICIENCY AND IMPACT. WE ARE PROUD TO HAVE MAINTAINED OUR 100% FOUR-STAR RATING FROM CHARITY NAVIGATOR AND EARNED THE 2025 PLATINUM TRANSPARENCY RATING FROM CANDID, THE HIGHEST POSSIBLE RECOGNITION FOR ACCOUNTABILITY AND OPENNESS. WE ARE DEEPLY GRATEFUL FOR THE GENEROUS SUPPORT OF FOUNDATIONS, CORPORATIONS, AND INDIVIDUAL DONORS WHO MAKE THIS WORK POSSIBLE.

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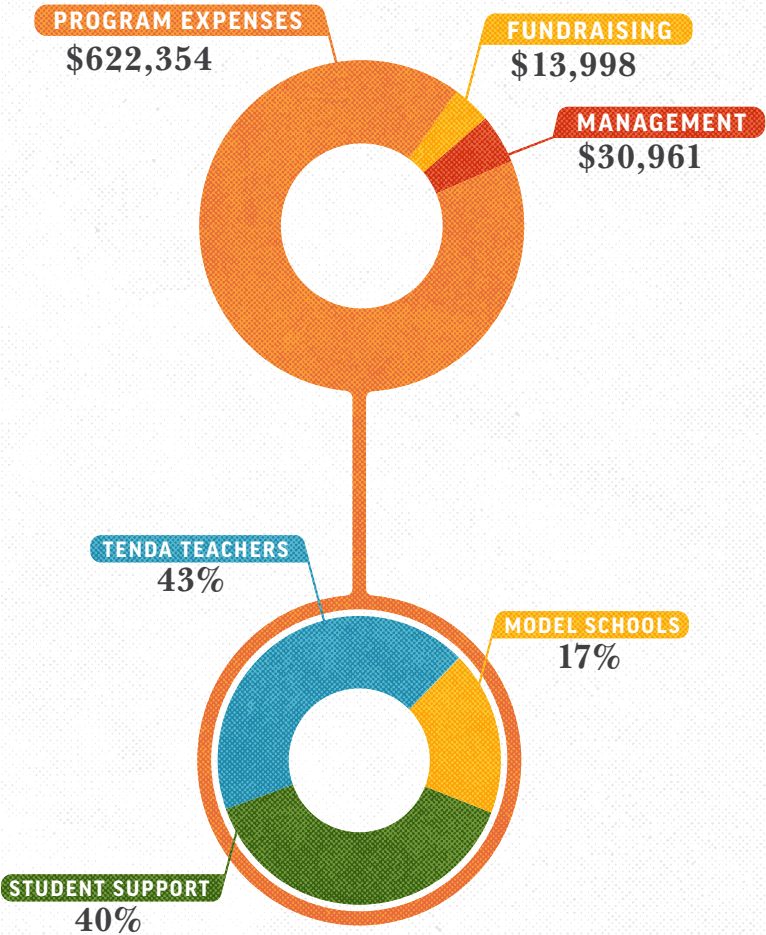


# STATEMENT OF ACTIVITIES

## FISCAL YEAR 2025

INCOME	2025
Foundations & Corporations	\$205,798
General Fund	\$404,511
Student Support	\$47,025
Other	\$14,313
<b>TOTAL INCOME</b>	<b>\$671,647</b>

EXPENSES	
Fundraising	\$13,998
Management & General	\$30,961
Program Expenses	\$622,354
<b>TOTAL EXPENSES</b>	<b>\$667,313</b>
Surplus (deficit)	\$4,334



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ENGLISH BRIDGE VOLUNTEERS JUDY FITZPATRICK, RYAN MOORE, AND LEE ANN ZOBBE  
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EVERY NAME ON THESE PAGES TELLS A STORY OF GENEROSITY. TOGETHER, YOU MAKE OUR WORK POSSIBLE.

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# 2025

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