



**ANNUAL
REPORT
2015/2016**



TAI
Aspiring for change and growth

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Our Vision

A society where youth are responsible leaders in sustainable development.

TAI will be a local organization of choice that is dedicated to empower youth, We will be known internationally for our stable commitment to drive development working with youth.

Our Mission

To empower youth in Tanzania by creating awareness, capacity building and practical engagement.

We capitalize to give impact through

1. Providing a platform for youth to do social work
2. Influencing underprivileged girls to believe in themselves
3. Providing career development workshops to youth

From the support and guide we get from our local and international stakeholders we strive our mission with both excellence and compassion because the people whom we serve deserve nothing less.

FOREWORD



This year was phenomenal for TAI Tanzania both in growth of the operations and in engagements with other key stakeholders. We were able to overcome the challenges that we had last year and we improved in different areas. We are very grateful to all stakeholders who dedicated their resources in contributing to our successful operations.

Jali (Care) Project is a project that aims at helping girls to stay in school. It focuses on addressing the challenges that prevent girls from attending school. The Jali Project team has shown that it is possible for young people from different backgrounds and nationalities to work together in creating a meaningful change in the communities. The project has been running for three years focusing on menstrual hygiene and girls were the only target. This year the project expanded from running outreach events on menstrual hygiene to developing a two months curriculum on sexual reproductive health and self-awareness. The project also expanded to engage boys in the training.

Two years ago Jahazi Project was designed to empower secondary schools with career guidance. This component is now added in the Jali Project. Jahazi Project is redesigned with a new focus and strategy of implementation. In 2016 a feasibility study was conducted and plans for the next year are ready. In the same year TAI Tanzania established a partnership with Building Bridges Foundation (an organization based in the Netherlands).

This partnership has given mandate to the Jahazi team to implement the Road to Nairobi 2016 project in Tanzania. This project will help us to have a deeper understanding of the solutions that are created by young people as well as the challenges they are facing.

In 2016, we have seen the impact created by the new initiative called TAI Land. TAI Land is an initiative that aims at creating an innovative space for young people who are enthusiastic to put their ideas into practice. It is also a space for sharing ideas, collaborating, and learning from each other. In this year, we have seen magic take place. At TAI Land, we have witnessed new projects being developed, new organizations got a space for working and dreams became reality. More than 100 young people used the space monthly on different occasions i.e. meetings, trainings etc.

TAI Tanzania is committed to continue to serve the community especially young people. We still believe that for the country to grow sustainably, young people must be empowered, especially the empowerment of mindset. The experiences we have gained in these three years are making us very confident to remain steadfast to see through the coming year with its opportunities and challenges.

Ian Tarimo

Executive Director



Girls can
Make a Difference

ABOUT US



Our story

TAI was founded in 2012, after the Youth National Leadership Development Seminar held in Dar es Salaam. During this seminar four young leaders were inspired to form something that would foster changes in the community. They decided to form TAI with the aim of creating a platform for youth to put their ideas into practice, collaborate and inspire one another in bringing positive impact in the community.

Currently TAI is a home of diversity. Working with youth from different countries and background is helping to shape its operations. Additionally the office set up is helping young people to put their ideas into reality. Over 150 volunteers got a chance to work with us as either interns or volunteers.

Our work

Empowering underprivileged girls

JALI project which focuses on investing in girls in order for them to stay in school. This is done through education on reproductive health and self-awareness to students in underprivileged secondary schools.

Career planning and development

JHAZI project which focuses on contributing to reduce unemployment, by working together with university students to get more competences and skills that prepares them for the job market.

(TAI Land) Youth hub for change

TAI Land is an initiative which was established in 2015, here we provide a space in TAI office building for other youth who has sustainable social projects to meet and work on their projects.

Our values

Integrity
Sustainability
Equality
Transparency and
Accountability

More about us : www.tai.or.tz/whoweare

.....
Michael Ben, 26 Years, has more time and energy to work and volunteer to work with TAI in the area of projects and finance.



Our work with youth

Our Programs

TAI Tanzania programs team works to implement projects that bring meaningful, long lasting changes into the lives of youth and their communities. At the core of our approach is the knowledge that empowering youth in their education and career can lead to long-term, generational change in Tanzania and in the world at large.

Over the past year we have been focusing on our long term strategy which is *Aspiring for Change and Growth*. It puts greater emphasis on looking at different groups of youth and provide the means and knowledge needed for them to contribute to change in our local communities and gain personal and professional growth in the process. Through this strategy plan TAI aims to:

- reach more youth both in rural and urban areas
- put into action sustainable programs based on clear research
- improve and scale up our successful programs across local communities

The following information summarises the program work at TAI Tanzania in response to the long-term strategy. Across the key issues of youth development; girls empowerment; hygiene; and career development;

We are a project based organization, and so we capitalize on the implementation of the programs to reach our vision.

Highlights in 2016

Youth development

Our approach to developing youth is to focus on creating a platform for youth to work and learn from each other. Moreover we create opportunities to work with youth through volunteering at our projects.

This year TAI Tanzania established an initiative called TAI-Land which is one big house that has enough space for TAI office and volunteers workspace, training/meeting space as well as extra room for hosting social change initiatives for youths with start-ups. This model is now being implemented in Dar es Salaam and will in the next five years expand into other cities around Tanzania.

The TAI Land approach is rooted in collaborative local leadership. The local youth leadership capacity is empowered by being given a physical space to work innovatively and to grow their ideas.

For the year 2016 TAI Land started to work with two other initiatives which are Mimi ni Nani which has a mission to complement the traditional education system. This is done with the use of other sets of skills required to unleash and raise the stars of Africa; the next generation leaders, business associates and game-changers. The second initiative is Premium Savings and Loans Association, which brings together youth to provide them with financial literacy knowledge as well as promote savings for investment in their future.

Girls empowerment

TAI Tanzania's approach to girls empowerment and hygiene issues is to support and empower girls through education on how to properly manage their menstruation. Moreover, the knowledge of gender issues is provided to both female and male students for proper awareness.

Here, our approach emphasizes the importance of empowering a girl child by increasing access to education. Through this program, we are looking at increasing the percentage of girls who complete form four in secondary schools.

Our program involves both boys and girls in all sessions as a strategy of delivery. Not only that, but also the program is touching the issue of aspiration and personal motivation as a recognition of the fact that there is more to girls' education barriers than external visible factors. In addition, innovation lies in involving university students who are mothers, fathers, and career holders of the near future, hence tackling the cultural perspective issue of girls' education from its core, the family.

Our achievements this year included:

- Worked with four schools in Dar es Salaam
- Direct impact to over 480 girls in Dar es Salaam
- Donated over 2500 pads to schools in Dar es Salaam and Moshi
- We involved 73 volunteers in the project, 45 international and 28 local

Career development

Our approach to career development is focused on filling the skill gap between university graduates and the labour market. We work with youth in order to contribute to reducing unemployment by it through entrepreneurship or employment.

In 2016, we continued to build our capacity to empower youth to be socially responsible leaders so as to reduce unemployment and poverty at large. We were able to create a partnership with the international organization Building Bridges Foundation to be part of the road to Nairobi, which aimed at fostering youth entrepreneurship to overcome unemployment.

This year, we were capitalizing on developing our program and will be running a first phase in the year 2017.

Hygiene

TAI Tanzania's approach to hygiene issues is to support and empower children and their families to lead their own improvements in caring for their health.

Central to our approach is the concept that sustainable improvements must be led by behavioural change. This is executed by the program that is being run in partnership with Cambridge Development Initiative (CDI), where by we capitalize in Water, Sanitation and Hygiene issues (WASH) in informal settlements in Vingunguti. CDI builds and manages the sewage systems for the area and we deliver proper hygiene practices, education and awareness. We delivered these sessions in three schools and attended one outreach event.



TAI

Aspiring for change and growth

SPEAK
ENGLISH

Menstrual Hygiene



OPPORTUNITIES

Volunteers and interns needed!

DEVELOP YOURSELF
MAKE A POSITIVE CHANGE
ENJOY THE DIVERSITY

May - December 2017

Internship 3 - 6 Months

Volunteering 6 - 12 weeks

TAI is a youth-led
NGO which is aspiring
for change and growth

Join us

For more information go to : www.tai.or.tz | +255 712 818 562

JALI PROJECT



Project highlights

Number of schools -----	4
Number of students -----	1100
Number of events -----	5
Number of volunteers -----	35



Beginning of the project

We choose to focus on making impact to girls through the Jali project. This project was launched in 2014 as an event based project aimed at teaching girls in rural secondary schools about menstruation, and at distributing hygiene boxes with sanitary pads, soap and underwear to the girls. 630 girls were reached from the launch of the project and until 2015.

By the end of 2015, through findings and research, it became clear that boys need to be a part of the solution to the problems these girls are facing. For this case we decided to expand the project to make the impact more

Why we focus on girls

Our Jali project puts more focus on girls because of two main reasons, these reasons is what makes us grow as we want to see change in this area.

First reason, women in rural Tanzania are disproportionately affected by poverty and discrimination. Lack of education for girls contributes to early marriage, higher birth rates, and lower income. Girls in rural areas do not get the right inspiration and proper reproductive health education which makes the girls miss classes especially when they have their menstruation.

Here girls face the greatest risk, as they often have no choice but to leave school so they can help their family earn money, find food, look after younger siblings, collect water, and run the household while their parents work.

Second reason is that girls are an important part of our communities as they are an important part of the solutions needed to truly overcome poverty. Investing in secondary school girls will produce a generation of women who is going to transfer improvements of their own lives into the lives of their children, families and communities.



Our impact



Violet Whiting volunteering at Kokirie secondary school Jali project outreach event. 3 August 2016

In 2016 the teaching was aimed at both girls and boys this time at underprivileged schools in Dar es Salaam. And the topics were extended to include also reproductive health, STDs, gender equality and self-awareness.

More than 480 students were reached directly through the teaching program and many more through our events. There was the Climb Kili 4 Girls event where a team climbed Kilimanjaro to raise awareness about girls. TAI also arranged events at Africa4Her and the National Menstrual Awareness Day where approximately 500 stakeholders

Challenges and priorities

Funding the project

In 2016, we did not get any grants to fund our project operations which posed a challenge to make impact according to the plan, most of donors looks at the organization with stable history of operations.

This year we donated
the total of **2000 pads**

880 menstrual kits were
distributed to 5 schools

As we were in our second year of operations we faced a challenge of funding. Our operations were based on the individual donations from our supporters, online crowdfunding and non-monetary donations from consumers of supermarkets and shops.

TAI Tanzania is continuing to identify new donors and partners to work with for the year 2017. We are looking at corporate sponsorships and grants to overcome the challenge of funding and to scale up the project.

Way forward



Staffing

The work that we do in Jali project depends on volunteers for preparation and delivery. Last year we faced a challenge of accessing the pool of volunteers to recruit for the project. The work of volunteers is crucial for our work as they are young, creative and energetic.

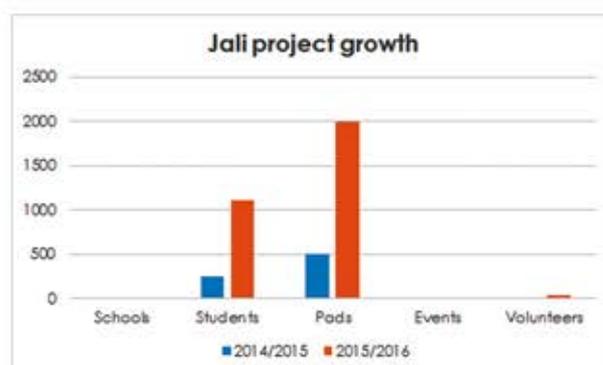
We had a plan to have 50 volunteers but we end up recruiting 35 volunteers. For the year 2017 we are looking at capitalizing in different channels to recruit both local and international volunteers. For international volunteers, we are going to use our social media networks, website as well as our TAI Alumni volunteer database to promote all the opportunities we are offering so as to get different backgrounds. To ensure diversity, effective delivery of sessions and most importantly empowering Tanzanian youth, we are looking at recruiting equal number of local and international volunteers.

Monitoring and Evaluation

For effective growth M&E is an important part of the Jali project in the development and implementation, although the frequency vary with evaluation taking place at longer time intervals.

It has been our challenge to measure long term impact of the project, however through the use of surveys we were able to measure the short-term impact of the project.

Currently we are exploring ways to get experts that will help us to be able to do a long term impact assessment of our project.





Jahazi project

Project Direction

We changed the project focus from secondary school students to university students and recent graduates. It also has expanded from career guidance program to soft skills, entrepreneurship and ICT practical training.

This year's feasibility study was conducted successfully. TAI formed a partnership with Building Bridges Foundation to be an implementation partner of Road to Nairobi 2016 project.

Road to Nairobi 2016



The Road to Nairobi 2016 project will connect youth entrepreneurs and local change makers in eight African countries to foster youth employment.

The Building Bridges team of African and European youth will conduct field visits to youth entrepreneurs, meet with local youth organizations and converse with youngsters from all walks of life that they meet on the road. At the end of each country visit multi-stakeholder events will be organized to present real life case studies and to propose better policies to increase the youth employment rate.

Everyone involved will learn from young people on the ground about their environments and challenges to give them a voice and work together on youth driven solutions for youth employment as well as youth entrepreneurship.

**10 youth entrepreneurs
from 5 regions**

**One bus with a team
of 10 young leaders**

Project way-forward

For the year 2016/2017 we are going to make an impact to 40 university students. These youth will be prepared to get into the job market or get into the entrepreneurship arena.

The project aims at recruiting final year students and get them through a eight weeks program to get trained on crucial soft skills that are needed in the work place. Moreover the module involves training in effective writing of resumes, so as participants can have their CV ready after finishing the first phase of the project.

We will finalize the project by having our 20 selected participant to attend a four week program which aims at fostering entrepreneurship skills and practical training. For the last phase which will take place in July 2017 all participants will practice the key skills needed in the world of ICT today.

Elaine Ryan, Jali project volunteer
after collecting donations from customers
in supermarkets, June 2016



Our supporters

Climb for girls 2016

We launched our Climb Mt Kilimanjaro for girls campaign that was done in August this year, the campaign brought together people from different parts of the world to climb Mt. Kilimanjaro for the purpose of raising funds for Jali Project.

On 3rd August 2016, we had a team of nine people who took a challenge to use five days to climb to 5895 metres above the sea level for a purpose to raise awareness and funds to empower girls in rural and underprivileged secondary schools.



Climb Mt. Kilimanjaro for girls campaign this year had three people from the UK, five from Tanzania, and one from Vietnam.

Before the climb there was a three hours outreach event at Kokirie Secondary School, the event included inspirational talks to girls and 300 pads were donated.

Sponsor a girl campaign

We were able to reach 110 girls with this campaign, there was a good response from local individual donors whereby the campaign received donations through mobile money and cash.

We were pleased to extend the campaign by creating a in-kind collection model which was such a success. This model involved supermarkets whereby Nakumat, Shoppers, TSN and Engine supported out initiative by letting us place our pad collection buckets in their stores for customers to donate.

We added **2 new ways** to support us

Online crowdfunding

Last year we were able to get some funds to run our projects through the online crowdfunding methods.

We raised the total of Tsh 6,065,000 which was done by different individuals who supports TAI Tanzania's mission. The money which was raised was specifically for Jali project to support girls to stay in school.

Two of our international volunteers set-up online crowdfunding campaign when they went back to their home country and one was able to prepare an event to raise funds.

During the Climb Mt Kilimanjaro for girls we had a couple from the UK who were happy to raise funds for a reusable pads production centre which will be implemented in the year 2017.

We appreciate all the support from you all !



Our Finances

Statement of comprehensive income

For the year ended 30 September 2016

	2016 TZS	2015 TZS
INCOME		
Donations and Gifts	5,000,675	6,297,500
Online crowdfunding	6,065,000	89,500
Other income		
TOTAL REVENUE	11,065,675	6,297,500
EXPENDITURE		
Project expenditure	6,926,500	1,378,400
Administration expenditure	3,220,125	5,500,000
Finance charges	67,700	89,500
TOTAL EXPENDITURE	10,214,325	6,967,900
EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE	851,350	(670,400)

Statement of financial position

As at 30 September 2016

	2016 TZS	2015 TZS
ASSETS		
Non-Current Assets		
Property, Plant & Equipment	2,810,875	0
Current Assets		
Cash equivalents and receivables	175,531	192,500
Receivables	0	0
Total current assets	175,531	192,500
TOTAL ASSETS	2,986,406	192,500
LIABILITIES		
Non-Current Liabilities		
Financed by member accumulated fund	2,135,066	862,900
Surplus / Deficity	851,350	(670,400)
Current Liabilities		
Payables	0	0
TOTAL LIABILITIES	2,986,406	192,500

Statement of cashflow

For the period ended 30 September 2016

	2016 TZS	2015 TZS
Cash flow from operating activities		
Surplus / Deficity	851,350	(670,400)
Depreciation	440,125	
Other income		
Changes in working fund		
Receivables		
Payables		
Net cash from operating activities	1,291,475	(670,400)
Cash flow from financing activities		
Members contribution fund	1,942,556	862,900
Net cash flow from financing activities	1,942,556	862,900
Cash flow from investing activities		
Purchases of fixed assets	(3,251,000)	
Net cash flow from investing activities	(3,251,000)	
Net cash and cash equivalents	(16,970)	192,500
Opening cash	192,500	0
Closing cash and cash equivalents	175,531	192,500



Esq. Financial Services

• Accountants • Auditors • Tax Consultants

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Report of the Independent Auditors

To the Members of TANZANIA ASPIRATION INITIATIVES (TAI)

For the year ended 30 September 2016

Report on the Financial Statements

We have audited the Statement of Financial Position of TANZANIA ASPIRATION INITIATIVES (TAI) as at 30 September 2016 and the related Statement of Financial Performance, Statement of Changes in Net Assets and the Statement of Cash Flows for the year then ended, based on the information and explanations provided to us by the management and from the review of the accounting records provided to us by the Members.

Respective Responsibilities of the Members and Auditors:

The Members of TANZANIA ASPIRATION INITIATIVES (TAI) are responsible for completeness and accuracy of the underlying data and complete disclosure of all material and relevant information to the accountant, for maintaining adequate accounting and other records and internal controls and selecting and applying appropriate accounting policies, for audit and presentation of financial statements in accordance with the applicable laws and regulations, for establishing controls to safeguard the assets of the entity and preventing and detecting frauds or other irregularities and for establishing controls for ensuring that the activities of the entity are carried out in accordance with the applicable laws and regulations and preventing and detecting any non compliance.

It is our responsibility to form an independent opinion, based on our review, on these financial statements and to report our opinion to you.

Basis of opinion:

The review is limited primarily to inquiries of Company personnel and analytical procedures applied to financial data and thus provide this assurance.

Report:

Based on the above we report that the physical existence and continued usage of the fixed assets have been confirmed by the management.

Emphasis of Matter:

Attention is drawn to the financial statements concerning the adoption of International Public Sector Accounting Standards (IPSA). From our review, we conclude that these financial statements are complying with International Public Sector Accounting Standards (IPSA).

Opinion

In our opinion these financial statements reflects the financial position as at 30 September 2016 and of the result of its operations and cash flows for the year then ended as per the books of accounts of TANZANIA ASPIRATION INITIATIVES (TAI).

For and on behalf of Esq Financial Services

Certified Public Accountants, Auditors and Tax Consultants

Signed by: Mbonde Said Mbonde (ACPA PP 1595)





OUR ORGANISATION

Board of Directors

Our Board of Directors is responsible for guiding the strategic direction of the organisation, and is accountable for our actions and the impact of our activities.



IAN TARIMO
EXECUTIVE DIRECTOR



INES FIDELIS
DIRECTOR



ALPHONCE HAULE
DIRECTOR



GWAMAKA MWABUKA
DIRECTOR

Volunteers

TAI work has been growing so fast, and this is only possible due to the impact that is being made by the work that our volunteers are doing. For the year 2015-2016 we have seen a massive increase to the number of volunteers to comparing to 2014-15.

The diversity of the volunteer group has continued to grow, with volunteers from different backgrounds local and international.

Our volunteers assisted us with different tasks including

- » Facilitating projects' sessions
- » Event preparation and delivery
- » Fundraising activities
- » Social media management and communications
- » Reviewing and proofing different documents that are to be sent out
- » Information Systems and Helpdesk
- » Going to the field to set up project implementation
- » Research

103 volunteered with us for the past year

volunteers came from **7 different countries**

Interns

We had five internship experiences in the year 2015-2016, we managed to get two international interns who are going to work with us until next year.

Internships in TAI last for the minimum of six months and they last up to eighteen months this makes our interns have a full professional and personal experiences.

In the next year we are going to have 17 internship experiences, these opportunities gives a chance for local and international youth to be part of something big as TAI is having a plan to scale up for the year 2016-2017.

Special thanks to our volunteers and interns!



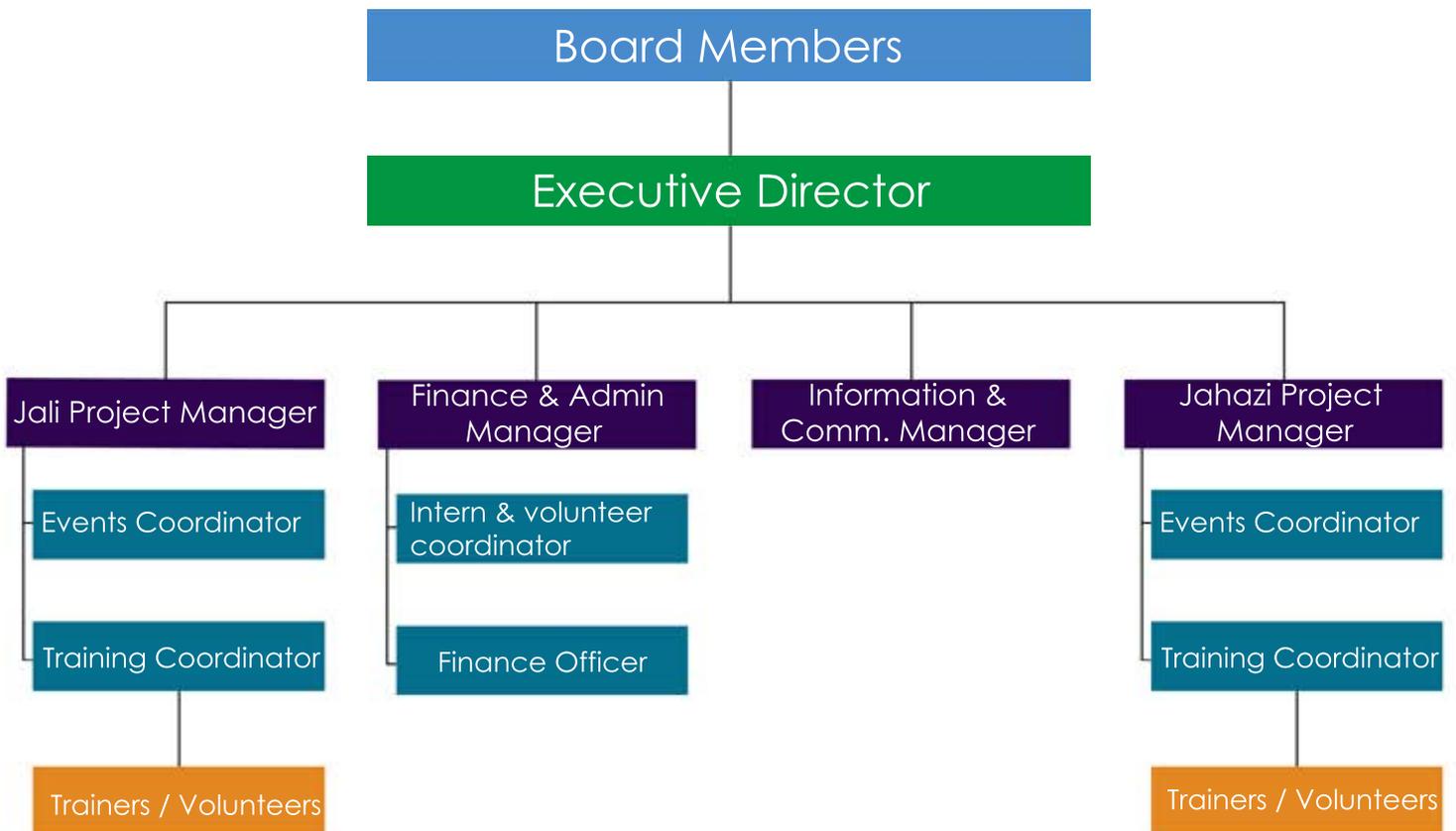
Testimonial

What is it like to work with TAI by **Laura Heiduk, Germany**

I was volunteering for TAI for 9 weeks. I had an amazing time supporting the Jali project. We went to two schools four times per week and taught students aged 12-16 about health and hygiene- in general about hygiene habits, but also in more detail about menstrual hygiene and risks of teenage pregnancy. After every lesson we worked on the lesson plan to increase the learning outcome of the students. It was a great experience getting to know around 300 students and seeing their learning process.

My personal highlight of my time here was the last lesson where we took part in the World's Largest Lesson 2016. We made the students aware of SDG 5 (Gender equality). We taught them what gender equality is and how we all can influence the achievement of the goal. I highly recommend TAI as a wonderful NGO that works on empowering the youth in Tanzania.

TAI organization structure



Acknowledgements



Business Supporters

Nakumat
Shoppers
TSN
Elementus
PIL
Engine



Organizations

Cambridge development Initiative
AIESEC
Fore Plan clinic
Flavian Matata Foundation
British Council



Fundraisers

Mr and Mrs Whiting
Elaine Ryan
Maddie Cretney
Saana Mirala



#climb4girls

THE SECOND

Climb Mt. Kilimanjaro for Girls campaign

8 - 12 AUGUST 2017

UNLEASH YOUR DREAM

**TAKE UP THE CHALLENGE
JOIN THE ADVENTURE**



TAI
Aspiring for change and growth

FUNDS TO BE USED FOR GIRLS EDUCATION

For Internationals \$1,500, EAs TZS 800,000



More info: www.tai.or.tz
+255 712 818 562

Project
Partners

AIESEC



TAI
Aspiring for change and growth

www.tai.or.tz

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