



The
Sasamani
Foundation
2023 Annual Report



Letter From the Executive Director



Dear Sasamani Friends,

I would like to express my deep gratitude for your support of the Sasamani Foundation. In 2023, Sasamani continued its commitment to advancing gender equity in East Africa and marked another year of sustainable progress in our mission. Your dedication has been a cornerstone of Sasamani's accomplishments. For me, progress was beautifully underscored during a graduation ceremony for thirteen Education Sponsorship students in Bagamoyo, Tanzania. Hearing these graduates sharing their aspirations after completing their education goals filled my heart with delight and optimism.

With immense pride, I share with you a few of the many highlights of Sasamani's 2023 journey:

SASAMANI'S SUCCESS AND RECOGNITION

- Sasamani secured a two-year grant, enabling the expansion of the Education Sponsorship program.
- Sasamani recruited 100 additional Education Sponsorship students and appointed an Education Sponsorship Coordinator.
- Sasamani received two awards from the Bagamoyo district in Tanzania for its great contributions to education in the community.

TECH4ALL INITIATIVE

- Sasamani's newest initiative, *Tech4All*, was officially launched this summer in Bagamoyo.
- The initiative provides access to an introductory computer course, computers, and the internet to all 200 Education Sponsorship students at the Sasamani office in Bagamoyo.
- In September, Sasamani celebrated the graduation of the first twelve students from the introductory computer course.

EMPOWERING WOMEN LEADERS:

- August marked a significant milestone by successfully hosting the 2023 *Women Leading Change* program in partnership with MOI University in Kenya.
- Twenty-one exceptional East African women leaders completed the program, and their personal and professional growth stories are truly inspiring.
- MOI University's Vice Chancellor enthusiastically encouraged a continued partnership with Sasamani.

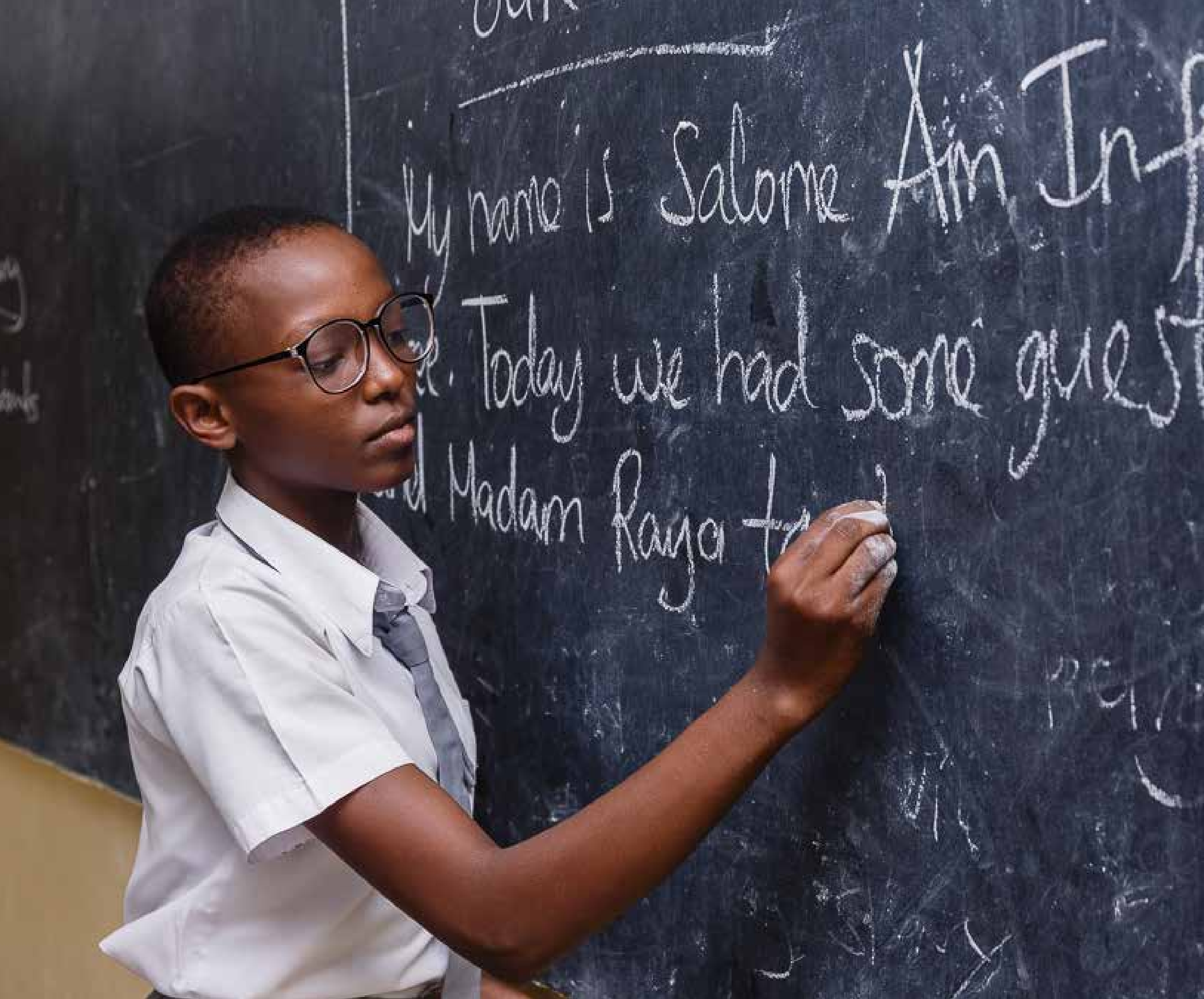
LEADERSHIP IN TANZANIA:

- Sasamani welcomed Joan Kimirei, a 2018 *Women Leading Change* graduate and 2023 WLC coach, as the board chair and Benson Kiswaharma, a lawyer and managing partner at a law firm in Dar es Salaam, as the vice chair of the Board of Directors.
- In June, two more board members joined the Tanzanian Board. All seven board members are accomplished leaders in their fields and already contributing to shaping the strategic vision of Sasamani.

Your generosity is the driving force behind Sasamani's remarkable achievements throughout 2023. I look forward to your continued support to empower women and girls in East Africa, positively impacting families, communities, and workplaces.

With warmest regards,

Tialda Frolich-Rienstra, Executive Director



My name is Salome. Am Inf
Today we had some quest
Madam Rayer to

VISION

We envision a future in which all possibilities for women and girls in East Africa are equitable and attainable.

MISSION

The Sasamani Foundation's mission is to increase access to education and employment opportunities for women and girls in East Africa, empowering them to shape their futures and cultivating happier, healthier, and more prosperous communities.



EDUCATE: EDUCATION SPONSORSHIP

About The Program

The Sasamani Foundation is dedicated to breaking the cycle of poverty through education. Sasamani provides access to holistic education sponsorships to students from vulnerable families in Bagamoyo, Tanzania.

A gift of \$30 monthly, or \$360 annually, supports a student's educational journey from middle school through university and ensures their essential needs—from room and board to hygiene supplies, health insurance, school materials, transportation, and access to a social worker—are fully met. Sponsors are personally linked to one or more students and encouraged to exchange letters and build meaningful connections.

The Education Sponsorship program currently empowers 200 students, with a significant majority being girls (90%). The program's impact is profound in Tanzania, where access to secondary education is limited. Astonishingly, 98% of Sasamani Education Sponsorship students complete middle school, and every single graduate (100%) continues their educational journey into post-middle school education, including college. This achievement starkly contrasts the national average, where only 13.9% of students complete middle school, and 7% of girls are enrolled in post-secondary education. The Sasamani Foundation strives to bridge these gaps and create opportunities for a brighter future.

2023 Milestones

- 11 students graduated from the Sasamani Education Sponsorship program: Nine completed college studies, and two students graduated from technical college.
- Sasamani-sponsored college students came together to establish an NGO, aiming to empower and assist the Bagamoyo community in various ways.
- Focus groups identified students' career preparation needs, shaping Sasamani's new program, *Future Leaders*. Key findings reveal a desire for professional networking and a strong interest in entrepreneurship among students.
- Sasamani-sponsored students maintained good academic performance.

Student Portrait



Ester J.N.

Name: Ester J.N.
From: Dar es Salaam, Tanzania
Area of Study: Water Supply and Sanitation Engineering Diploma at the Water Institute in Dar es Salaam.
Future Goals: "I am looking forward to becoming a successful Water Engineer."
How did Sasamani make a difference in your life in 2023? "Sasamani has truly transformed my life by alleviating the financial burden on my mother, sparing her from the need to take loans or forgo meals to fund my education. This support has profoundly impacted my entire family, and my mother can now focus on my younger sibling and other expenses. I am profoundly grateful for the sponsorship and the encouraging letters from my sponsor; they make me feel valued and cherished."

"The students sponsored by Sasamani serve as a constant reminder of the significance of embracing our differences and recognizing the diversity in our learning styles and strengths. I remain dedicated to supporting them on their path of self-discovery, prioritizing individualization and fostering a culture of respect."

— Gladness Kulola, Education Director



Gladness Kulola

EDUCATE: TECH4ALL

About The Program

Welcome to *Tech4All*, a new Sasamani initiative dedicated to bridging the digital divide in Tanzania. Focus groups with Education Sponsorship students in 2022 uncovered a crucial gap – none of the students possessed prior computer usage experience, and all recognized the pivotal role of a computer literacy certificate in unlocking employment opportunities.

Launched in July 2023, *Tech4All* extends opportunities to all 200 Sasamani Education Sponsorship students to acquire essential digital skills through a comprehensive three-month computer literacy certificate course. Furthermore, a computer lab at the Sasamani Office in Bagamoyo, Tanzania is now easily accessible to Sasamani-sponsored students, enhancing their learning experiences and providing internet access for career opportunities and more.

In Tanzania, only 13.5% of individuals aged 15 and above use computers and the Internet, contributing to one of Africa’s lowest Internet access rates (6%). This digital disparity creates barriers to information access, education, healthcare, and job opportunities, exacerbating social and economic exclusion. *Tech4All* is poised to make a significant impact in addressing these challenges and fostering a more digitally inclusive future for Tanzanian youth.

2023 Milestones

- The Sasamani Computer Lab opened in July with generous donations of 15 computers, keyboards, and mice.
- The introductory computer course began in July with 18 students, all of whom successfully graduated. Another cohort of 29 students commenced the introductory computer course in December.
- In 2023, the Sasamani-sponsored high school graduates used the computer lab for college applications and two college students utilized the lab for college reports.
- A generous donation of tables and chairs from the University of Dar es Salaam in September 2023 enhanced the computer lab’s infrastructure.



Secilia Msuya

Tech4All Graduate Portrait



Ally K.M.

Name: Ally K.M.
From: Bagamoyo, Tanzania
Study: Middle school graduate
Future Goals: “I am looking forward to becoming an IT Professional”
How Tech4All made a difference in my life: “Through the Tech4All program I discovered a new passion within me, and I want to delve deeper into the realm of computers. Upon completing Middle School in 2023, I was uncertain about my future academic path. However, my participation in the Tech4All program sparked a love for computers. Now, I am determined to pursue studies in IT and aspire to become a skilled IT professional.”

“I take pride in witnessing the enthusiastic embrace of the learning experience provided by Tech4All by Sasamani-sponsored students. Their exceptional performance on tests reflects not only their proficiency but also their genuine excitement to delve deeper into the world of computers.”

— Secilia Msuya, Education Sponsorship Coordinator and Tech4All Director.

EMPOWER: WOMEN LEADING CHANGE

About The Program

Women Leading Change is a unique and transformative leadership program for emerging women leaders in East Africa, fostering personal and professional growth. The program includes five days of classroom training and four months of individual coaching.

While traditionally held at the University of Dar es Salaam Business School in Tanzania, the program expanded to Kenya in 2023 through a partnership with MOI University in Eldoret. Graduates receive a certificate endorsed by the hosting partner and stay connected through alumni groups for ongoing support.

The program addresses critical challenges identified in a Sasamani survey, aiming to boost leadership confidence and challenge social norms. Since 2018, the program has impacted 97 graduates, with 100% reporting immediate life satisfaction and leadership confidence after completion. Six months later, graduates experienced enhanced relationships, career advancement, and taking up community leadership roles, showcasing the program's effectiveness in driving positive transformations.

2023 Milestones

- The inaugural edition was hosted by MOI University in Kenya, initiated by 2022 Women Leading Change graduate Lydia Akunja.
- Volunteers from the planning team, two staff members, the Tanzanian board chair and Board Members from the USA traveled to Kenya to support the classroom training's execution.
- There was a 100% completion rate for the 21 participants in the 2023 program, covering five days of classroom training and four months of individual coaching.
- All 2023 Women Leading Change graduates already reported positive life changes.
- The 2023 graduates established a digitally-connected alumni group for mutual support in applying lessons and achieving personal leadership goals.



Neema Harold

Women Leading Change Graduate Portrait



Lydia Aluoch Akunja

Name: Lydia Aluoch Akunja
From: Eldoret, Kenya
Profession: Lecturer at Moi University
Future Goals: "To grow in my role as a Coach."
How Women Leading Change made a difference in my life: "The Women Leading Change program in 2023 opened my eyes to the limitless possibilities ahead. Collaborating with Sasamani to host the Women Leading Change program in Kenya, the first outside Tanzania, was a remarkable achievement with a phenomenal impact."

"I draw immense inspiration from the accomplishments of Women Leading Change graduates, especially in 2023. Three exceptional women leaders achieved remarkable feats, with one introducing the Women Leading Change program to Kenya, another earning the prestigious title of Best Board Chair of the Year, and a third securing the role of Director of Marketing at the Zanzibar Tourism Commission. This stands as a powerful testament to the transformative influence of women leading the way in pursuing their dreams."

— Neema Harold, *Women Leading Change Coordinator*

EMBRACE: Sasamani Internships

About The Program

The Sasamani Foundation partners with The Otto and Fran Walter Commons for Global Study and Engagement at Connecticut College. During the summer, the Sasamani Internship program allows Connecticut College students to work with Sasamani-sponsored students in Bagamoyo, Tanzania. The interns contribute their unique talents and perspectives toward Sasamani's mission.

With the internship program, Sasamani aims to foster a new generation of young people passionate about making responsible, sustainable, and empowering change. Together with Tanzanian interns, Sasamani staff, beneficiaries, and partners, the interns from the U.S. work on projects empowering women and girls in East Africa.

2023 Milestones

- Sasamani delivered an in-person internship program in Tanzania for two Connecticut College students.
- The two interns from the U.S. collaborated effectively on various projects supporting Sasamani's partner middle school in Bagamoyo, Tanzania.



Serena Prince

Intern Profile

Name: Serena Prince
From: The Bronx/ New York City
Areas of Study: Africana Studies & Government, Scholar of the Holleran Center/ Program in Community Action, and Public Policy
Future Goals: "I am looking forward to working in public service."

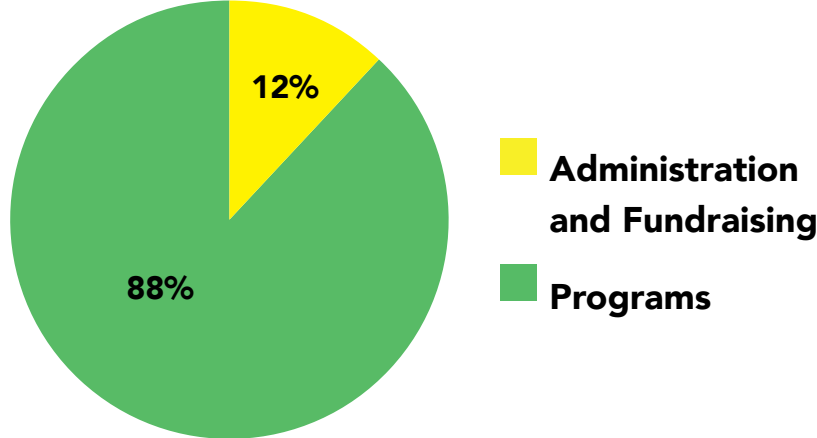


How did the Sasamani internship in 2023 make a difference in your life?

"The Sasamani internship was truly a transformative experience for me. It represented my first time being in a new country as well as feeling a part of a global community. I was taken on a journey of personal growth and learning to see the world from a new perspective with the help of the Sasamani family. Getting to work with Sasamani was truly an honor as I got to see first-hand the impact it has on the community of young girls and women. The students I was able to work with were exceptional and talented, Sasamani brings so much hope, support, and joy to the amazing students it serves, I feel so lucky to have been a part of that."

— Serena Prince, Intern

Financial Statements



Donations & Income

Unrestricted Donations	\$144,774
Program Donations	\$43,182
Grants	\$60,000
Total Income	\$247,956

In 2023, both donations and income experienced a notable 6.4% year-on-year growth compared to 2022.

Expenditures

Program Expenses	\$211,809
Administration & Fundraising	\$28,883
Total Expenditures	\$240,682

In 2023, there was a 28% increase in program expenses and an 8% decrease in administration and fundraising costs compared to 2022. The organization spent a relatively smaller portion of its budget to administrative and fundraising expenses, decreasing from 16% in 2022 to 12% in 2023.



Thank You

Donors & Volunteers

We are extremely grateful for all of the generous donations we received in 2023. We are also very proud to have worked with passionate volunteers and partners who contributed to Sasamani's success in 2023.

The support of highly valued donors, partners, and volunteers enabled Sasamani to further its mission and achieve a positive impact by increasing access to education and employment opportunities for women and girls in East Africa.

Ways to Give

We seek your (continued) generosity in supporting the Sasamani Foundation's initiatives. There are various ways to empower women and girls in East Africa to shape their futures, cultivating happier, healthier, and more prosperous communities.

Empower a student to achieve their dreams:

The surest road out of poverty is education. Sasamani commits to supporting students from middle school through university. A \$30 monthly (or \$360 annual) donation guarantees sponsorship for one student. Education Sponsorship also offers one-on-one correspondence directly with the sponsored student.

Inspire emerging women leaders to lead change:

Sasamani and the University of Dar es Salaam Business School collaborate to deliver the Women Leading Change program, a transformative leadership development program targeted at East African, mid-career women leaders. A donation of \$2,750 provides a scholarship for one participant.

Bridging The Digital Divide: *Tech4All* provides Sasamani-sponsored students with access to computers and the internet and offers a certificate program on computer literacy and basic digital skills. 100% of Sasamani-sponsored students do not have computer access at home or school. A \$3,000 donation provides course materials for the certificate program and internet access to 100 students.

Sasamani is preparing to launch a new program in 2024. These ideas were generated by listening to the needs of the Sasamani-sponsored students.

Future Leaders: A career preparation program for Sasamani-sponsored students, connecting them with Women Leading Change coaches and graduates for meaningful internship opportunities and direct mentoring. A donation of \$1,000 covers direct mentoring for ten Sasamani-sponsored students, opening their minds and networks to seize opportunities that were once entirely out of reach.

Unrestricted donations support our mission across all programs and cover operating costs, including the salaries of our passionate and dedicated in-country staff.

Tax-deductible donations of any kind are gratefully accepted by:

Check: The Sasamani Foundation, P.O. Box 315, Old Mystic, CT 06372

Credit Card: via our donation webpage www.thesasamanifoundation.org/support-us

Venmo: @Sasamani



Many thanks for your consideration to provide women and students in East Africa with opportunities and hope for the future.

Contact Information

The Sasamani Foundation
P.O. Box 129
Bagamoyo, Tanzania
+255 757 203 084

or

PO Box 315
Old Mystic, CT 06372
United States of America