



The
Sasamani
Foundation
2022 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. 2022 marked Sasamani's tenth anniversary. A ten-year period of small-scale support enabled Sasamani to understand its programs' impact, to identify and avoid adverse outcomes, and to achieve the sustained change Sasamani outlined in its Theory of Change: To increase access to education and employment opportunities for women and girls in East Africa. In August this year, six U.S. board members and I went to Tanzania, and I can assure you that your generosity truly changes lives.

While in Tanzania, I spoke with the principals of the Sasamani partner schools and the Bagamoyo district's education officer. They all shared that most sponsored students would not be in school without the support of the Sasamani Foundation. The students and caretakers I visited at their homes shared that they could now envision a way out of poverty due to sponsorship. One grandmother said: "My granddaughter wants to become a tour guide, and now I can see that dream coming true."

Also in August, Sasamani held the 2022 Women Leading Change program at the University of Dar es Salaam Business School. Thirty East African women leaders from various backgrounds and industries came together for the classroom portion of this transformative leadership program. To experience the participants' energy during the culmination ceremony was so powerful! Elizabeth A., 2022 Women Leading Change graduate, lawyer, and women's rights activist, said: "I have learned that being a leader starts with self-worth and self-discovery. Thanks to Women Leading Change, I am more confident and vocal enough to stand up for women's rights and vulnerable groups of women and men in my community and country."



None of this would have been possible without your generosity. Your support is critical for continued progress in 2023. I hope you keep supporting women and girls in East Africa to shape their futures and positively impact their families, communities, and workplaces.

With warmest regards,

A handwritten signature in black ink, appearing to read "Tialda Frolich-Rienstra".

Tialda Frolich-Rienstra, Executive Director

Letters From the Board Chairs



Habari Sasamani family,

2022 was an impactful year for Sasamani. Through the support of our generous donors, we could add 25 more students to the Sasamani sponsorship program, equaling 100 sponsored students in 2022. Also, the academic performance of the sponsored students was impressive.

The 2022 Women Leading Change program was highly successful. 30 East African women leaders came together at the University of Dar es Salaam Business School to participate in transformative leadership training, followed by four months of individual coaching. All of the women completed the program and reported a positive change in their lives as a direct result.

In Tanzania, Sasamani has shifted to an online accounting system and online banking. This stands out to me as it demonstrates the technological development of our country.

Sasamani's positive impact can only be possible with the support of generous donors and responsible and engaged Boards of Directors, staff, volunteers, interns, and partners. I wish you all the best for 2023 and look forward to keeping in touch with the Sasamani family.

Asante sana,

A handwritten signature in black ink, appearing to be 'Kaka Didase', written over a white background.

Kaka Didase,
Outgoing Tanzanian Board Chair



Dear Friend of Sasamani,

I am proud to share that this past year has seen a huge leap in the growth, impact, and organizational maturity of Team Sasamani. Our Executive Director, Tialda Frölich-Rienstra, has hit her stride, embarking on a trip to visit our operations in Tanzania and landing Sasamani's first grant! Promoting Neema Harold to Country Director has been a game-changer for our organization. Tialda and Neema recruited a Tanzanian Board with critical skill sets to guide Sasamani's long-term strategic direction. Check out their impressive bios on our website. Sadly, one of our newest, youngest, and most talented board members died in a November plane crash. We are mourning her loss while finding ways to honor her legacy.

2022 also marked the second in-person Women Leading Change program and a trip by four U.S. Board members to Tanzania to execute this dynamic program. The 30 2022 Women Leading Change graduates are such a spark of hope and wisdom. A group of women who, by their daily actions, are living our mantra, "I am the change."

For me, all of our work culminated in a single moment. That moment I walked into a Washington, D.C. hotel lobby to find hundreds of men milling about, preparing for their day at the African Summit, and then I locked eyes with the only woman in the room—Dr. Neema Mori. By her own admission, Women Leading Change allowed Dr. Mori to succeed as the Vice Chair of CRDB Bank (the largest bank in Tanzania). When I look at the ripple effects of Sasamani's Women Leading Change program, I see how a highly capable woman was invited into a room of the highest privilege, typically reserved for men, to make structural changes across her country. I am in awe of her tenacity and grace, and it is my greatest privilege to see Dr. Mori stepping into her power as a leader.

With gratitude,

A handwritten signature in black ink, appearing to be 'Erica Mohr', written over a white background.

Erica Mohr, Sasamani Board Chair in the US

Letters from the Board Chairs



Dear Sasamani friends,

I am humbled and thrilled to take the opportunity as board chairperson for Sasamani in Tanzania. My journey with Sasamani started in 2018 as a Women Leading Change program participant. The program transformed my life and impacted my continued leadership and work in Tanzania.

As an incoming chairperson, I want to affirm my commitment to Sasamani's vision and to work collaboratively with the management, the U.S. board, and all other stakeholders.

As it has been said, "If you want to walk fast, walk alone. If you want to walk far, walk together." I look forward to walking with you all on this exciting journey, and together we will achieve great things and transform more lives.

With gratitude,

A handwritten signature in black ink that reads "Joan Kimirei".

Joan Kimirei,
Incoming Tanzanian Board Chair





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

About The Program

The surest road out of poverty is education. The Sasamani Foundation provides holistic student sponsorships that focus on building self-reliance.

A \$30 monthly or \$360 annual donation covers a student's educational journey from middle school through university. It ensures each student's basic needs are met, such as room and board, hygiene supplies, health insurance, school supplies, transportation, and access to a social worker. Each sponsor is linked to a student or multiple students. The Sasamani Foundation encourages and facilitates the exchange of letters between students and sponsors.

"The Sasamani Program humbles me by increasing access to education for more girls. I now see a change in the Bagamoyo community as more families want their daughters to thrive."

— Gladness Kulola, *Education Director*

2022 Milestones

- In March, Sasamani increased the number of sponsored students from 75 to 100 and partnered with a fourth secondary government school in Bagamoyo, Tanzania.
- All 100 Sasamani-sponsored students remained enrolled for the entire academic year. Many students grapple with challenges and responsibilities that can make it extremely difficult to concentrate on their studies and remain in school.
- Focus groups with Sasamani-sponsored students and home visits informed three new initiatives: *Tech4All*, *Future Leaders*, and the *Emergency Fund*.
- Sasamani-sponsored students maintained good academic performance.



Gladness Kulola

Student Portrait



Celina J. John

Name: Celina J. John

From: Dodoma Region, Tanzania

Area of Study: I am in my final year of Bachelor's degree in Development studies at the University of Dodoma.

Future Goals: Upon achieving my Bachelor's degree in the summer of 2023, I will start a small business to afford my basic needs while applying for formal employment.

How did Sasamani make a difference in your life in 2022?

"Sasamani supported me in achieving my academic goals. I could focus on my studies and fieldwork without challenges and finish the semester with flying colors. Thank you for the support, and may God bless Sasamani and the sponsors."

— Celina J. John, *Sasamani Sponsored Student*

EMPOWER

Women Leading Change

About The Program

The Sasamani Foundation and the University of Dar es Salaam Business school present *Women Leading Change*, a transformative leadership program for East Africa's emerging women leaders. *Women Leading Change* challenges participants to audaciously define the change they want to lead in the world, and this begins within. *Women Leading Change* graduates maximize their potential, lead positive change and economic growth, and create prosperous futures for their families and communities.

The program consists of five days of classroom teaching in Dar es Salaam, Tanzania, followed by four months of virtual one-on-one coaching. Upon completing the *Women Leading Change* program, participants receive a certificate from the University of Dar es Salaam Business School.



Neema Harold

"It brings me so much pleasure to witness Women Leading Change participants overcoming the fear in their minds and taking steps to address their needs."

— Neema Harold, Women Leading Change Coordinator

2022 Milestones

- 100% of the 30 participants in 2022 completed the five-day training program and the four months of individual coaching.
- 100% of the 2022 Women Leading Change graduates have already reported a positive life change.
- The Women Leading Change program successfully hired East African facilitators to lead the classroom portion of the program. Additionally, all 30 participants were coached by East African coaches.
- U.S. volunteers from the Women Leading Change planning team, one staff member, and four U.S. board members traveled to Tanzania to support the in-country team in executing the classroom program.
- The 2022 graduates formed a digitally-connected alumni group to support one another on their journeys of applying their lessons in their daily lives and achieving their personal leadership goals.

Women Leading Change Graduate Portrait



Priscah Mongera

Name: Priscah Mongera
From: Kenya
Profession: Girls Empowerment Facilitator, and Coach and Program Manager.
Future Goals: To grow in my role as a Coach.

How Women Leading Change made a difference in my life in 2022:

"I got the opportunity to learn new coaching skills with a community of supportive Women Leading Change coaches. My biggest takeaway from the training is: "It is okay to try; we are all learning."

— Priscah Mongera, Women Leading Change Graduate

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.

2022 Milestones

- Sasamani delivered an in-person internship program in Tanzania for three Connecticut College students after two years of virtual internship programs.
- Two interns from Tanzania and three interns from the U.S. collaborated effectively on various projects, including preparing a proposal for the Sasamani Tech4All program, designing and implementing a pilot program, recording video footage for the education program, and working together to support Sasamani's four partner secondary schools.

Intern Profile

Name: Christine Vuu

From: New London, Connecticut

Areas of Study: Computer Science and Economics specializing in Learning and Development.

Future Goals: To work in developing economies for financial inclusion of the marginalized.



Christine Vuu

How did Sasamani make a difference in your life in 2022?

Though all experiences throughout the internship were memorable, when conducting interviews at the homes of Sasamani-sponsored students, I could truly see what the Foundation stood for and who they were serving. It was an experience I will never forget, making me rethink how I view and act daily. I have gained valuable experience from working in an organization with real and impactful work for communities in Tanzania. I am most proud of being a part of the Foundation and contributing towards Sasamani's mission.

Intern Profile

Name: (Eric) Meicheng Lu

From: New York City, NY/ (Hometown) Beijing, China

Areas of Study: Quantitative Economics & Econometrics, Finance, Latin American & Latino Studies, Scholar of Center of International Studies and the Liberal Arts.

Future Goals: To make a substantial impact on social and environmental sustainability and world arts using a variety of media.



(Eric) Meicheng Lu

Intern Profile

Name: Jessica Wang

From: Ann Arbor, Michigan

Areas of Study: Math and Asian Studies.

Future Goals: To work for consulting or non-profit institutions.



Jessica Wang

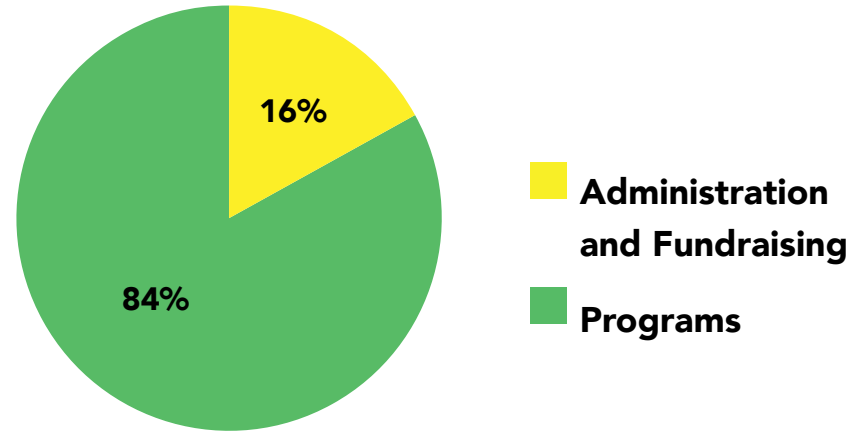
How did Sasamani make a difference in your life in 2022?

My experience working with Sasamani was anything but ordinary. Not everyone can hear and see firsthand the positive impact of the Sasamani sponsorship program on the sponsored students and their families. To this day, and surely for the rest of my life, I will remember the emotional impact filming our documentary project had on me when I saw the hardship Sasamani-sponsored students endured at such a young age. I am so grateful to have established connections with the Foundation, the staff, the Sasamani-sponsored students, and the local community of Bagamoyo. Without a doubt, I will go back to Bagamoyo soon.

How did Sasamani make a difference in your life in 2022?

It was such an eye-opening experience. I realized that it is a privilege for a woman to get an education and receive equal opportunities since there are many places in the world where this is impossible. Sasamani is an amazing organization supporting vulnerable students to achieve their educational goals and improve their living conditions.

Financial Statements



Donations & Income

Unrestricted Donations	\$138,776
Program Donations	\$29,300
Grants	\$65,000
Total Income	\$233,076

Expenditures

Program Expenses	\$165,172
Administration & Fundraising	\$31,381
Total Expenditures	\$196,553



Thank You

Donors & Volunteers

We are extremely grateful for all of the generous donations we received in 2022. We are also very proud to have worked with passionate volunteers who contributed to Sasamani's success in 2022.

Through the support of our highly valued donors and volunteers, we were able to further our 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.

1. 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. The Sponsorship Program also offers one-on-one correspondence directly with the sponsored student.

2. Inspire emerging women leaders to lead change:

Sasamani and the University of Dar es Salaam 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.

Sasamani is preparing to launch two new programs in 2023.

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 entirely out of reach.

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 sponsor 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 Sasamani-sponsored students.

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

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