



The  
Sasamani  
Foundation  
2021 Annual Report



# Letter From the Founder



Dear Friends,

Sasamani Foundation had its genesis in 2011 when I visited my son in Tanzania.

After spending three weeks in Bagamoyo with my son in a service organization, I traveled the country for two weeks alone. Before flying out, I had a day in Dar es Salaam, and decided to visit the yacht club, as my immediate preceding life was on the water in the sailing industry.

As fate would have it I met a few people who showed me around the yacht club who were deeply involved in non-profit, or were connected to USAID. That short time planted a seed that would become the Sasamani Foundation.

In the earliest days we had Elias Mmbaga whom I met in Bagamoyo, a few close friends in the US with NGO experience, and a Canadian high school student whom I met in Bagamoyo.

Our small team put together the paperwork to register as an NGO in the US and in Tanzania in 2012.

We formulated initial plans to learn and listen to those who were working on the ground in Tanzania. I had great fortune to meet several people working in all levels of the nonprofit world. This diverse set of contacts helped to shape our early direction and thought processes. And we were fortunate in the extreme to have Gladness Kulola come onboard as Education Director, and to develop a Tanzanian board to work with the staff and the US board.

The major points we learned, and followed to initiate programming were: 1. Do No Harm; and 2. With Not For. We live by that to this day. Our role is to help facilitate the change the staff and Board in Tanzania have determined is the best way forward for Tanzania.

In the ten years we have been working in Tanzania, we have been so fortunate to meet, in some very unique ways, people such as Erica Mohr, who became our first US Executive Director. From the early days of going to the Big Y supermarket to send Elias funds via Western Union, to today where our banks in the US communicate with those in Tanzania, so much has changed.

Since 2012, the Sasamani Foundation has provided access to over \$2 million to build educational and employment programming in East Africa. Additionally, over \$2 million in value of the volunteer hours has us operating at a high and mature level today. To me, it is remarkable in almost every conceivable way. Our successes - the Tanzanian and the US staff, board and volunteers have created something which exceeds anything I thought possible. And, we are only getting started!

To all of those who have contributed over the past decade, and there are so many of you, contributing in so many ways, you have my deepest gratitude for making these achievements possible.

Sincerely,

Handwritten signature of Andrew M. Halsey

Andy Halsey, Founder

# Letter From the Executive Director



Dear Sasamani Friends,

I am grateful to report the Sasamani Foundation's continued success in 2021. The support of both new and loyal donors and the dedication of our staff, volunteers, interns and Boards of Directors in Tanzania and in the US enables Sasamani to positively impact the lives of women and girls in East Africa.

2021 was a year of exciting "firsts" for Sasamani:

- In August, we held our first ever **virtual Women Leading Change Program** for 15 East African leaders. The Women Leading Change team successfully adapted to ever-changing circumstances.
- For the first time in our history, **100% of Sasamani-sponsored students remained enrolled for the entire academic year**. Many of our students grapple with challenges that can make it extremely difficult to remain in school.
- **All Sasamani-sponsored secondary school students performed at the top of their class** in their National Exams. These results are crucial as they determine the students' subsequent educational opportunities.
- 2021 marked the **inaugural year of our partnership with Connecticut College's Walter Commons for Global Study and Engagement** for Sasamani's internship program.
- We held our **first bi-continental virtual board meeting**, bringing our Tanzanian and US Boards of Directors together in real-time.

- Sasamani celebrated a **record-breaking fundraising year**. We could not be more grateful to our donors for their generosity and commitment to advancing women and girls' empowerment.

I thank everyone involved with the Sasamani Foundation for your support and trust in the Sasamani mission. Together, we took another step towards a future in which all possibilities for women and girls in East Africa are equitable and attainable. I look forward to continuing this journey of progress together in 2022.

Asante sana, With gratitude,

Tialda Frolich-Rienstra, Executive Director

# Letters From the Board Chairs



Habari Sasamani Friends,

Please accept my greetings and appreciation for your involvement and interest to support the Sasamani Foundation's mission. Without your extended hands Sasamani's achievements would have been very different. Your contributions and involvement served the women and girls in East Africa by providing them with opportunities and hope that all possibilities are attainable.

I hope 2022 will be the beginning of another chapter of success and progress for more women and girls in East Africa. I wish all Sasamani donors, friends, staff, volunteers, interns and the Boards of Directors courage and energy to continue to have a positive impact on Sasamani's mission. Challenges are always around the corner, but let us change them to opportunities, because opportunities are limitless.

Asante sana,

A handwritten signature in black ink, appearing to read 'Didase Mwase', with a long horizontal flourish extending to the left.

Didase Mwase, Sasamani Board Chair in Tanzania



Dear Sasamani Friends,

One of my favorite quotes of all time—I can't read it without getting choked up—is by Margaret Mead. "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." And this is exactly how I feel about Team Sasamani. In 2021, with deeply intentional collaboration and grit, we collectively changed the trajectory of 75 students' lives, increased the confidence and expanded the vision of what's possible for 15 mid-career leaders, and worked to dismantle bias in our own processes and structures.

Our Tanzanian and US staff are collaborating on a daily basis with curiosity and commitment. Our Tanzanian and US Boards are more integrated, and we are intentional about putting and keeping Tanzanian voices in the driver's seat for operational execution and strategic decision making. And, as always, we are fierce stewards of your precious generosity.

Thank you for being an important part of Team Sasamani. We aim to be a constant work in progress. Thank you for trusting us and being an integral part of this important journey. We couldn't do this without you.

With gratitude,

A handwritten signature in black ink, appearing to read 'Erica Mohr', written in a cursive style.

Erica Mohr, Sasamani Board Chair in the US

## Our Vision

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



## Our Mission

To increase access to education and employment opportunities by removing barriers that disproportionately affect women and girls in East Africa, empowering them to shape their futures and thereby 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 school fees from middle school through university and 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.

**"It is so rewarding to see a student identify the way towards achieving good academic performance and solve their own issues.**

**Understanding one's strengths and weaknesses is important towards goal attainment, especially for the students from vulnerable families."**

— Gladness Kulola, *Education Director*

## 2021 Milestones

- All 75 Sasamani-sponsored students remained enrolled for the entire academic year. Many students grapple with challenges and responsibilities that can make it extremely difficult to fully concentrate on their studies and remain in school.
- All Sasamani-sponsored middle school students performed at the top of their class in their National Exams.
- Sasamani provided its three partner middle schools with soap and water buckets as part of the schools' Covid-19 prevention programs.
- 100% of the students are sponsored through the sponsorship program directly. In 2022, Sasamani will recruit 25 more middle school students and partner with a fourth middle school.



Gladness Kulola

## Student Portrait



**Name:** Rebeca

**From:** Bagamoyo, Tanzania

**Major:** I am in my final year of college studying local government and administration.

**Future Goals:** To want be a government worker and an entrepreneur.

## How did Sasamani's Sponsorship make a difference in your life in 2021?

**The Sasamani Foundation helped me to achieve my educational goals. Without the sponsorship, my education journey would have been a struggle. It is expensive and my parents could not have managed to pay my college costs. For 2022, I imagine myself wearing the graduation gown. I can't wait!**

— Rebeca, *Sasamani Sponsored Student*

# Empower: Women Leading Change

## About The Program

The Women Leading Change initiative is a transformative leadership program specially designed for East Africa's emerging women leaders. In collaboration with the University of Dar es Salaam in Tanzania, we designed this program to build specific skills and mindsets necessary to lead change in East Africa.

Women Leading Change gathers influencers and experienced educators from academic institutions such as the London Business School (UK), the University of Pennsylvania (US), the University of Agder (Norway), and the University of Dar es Salaam Business School (Tanzania). This international team collaborates closely to develop a culturally relevant curriculum.

Our graduates will maximize their potential, lead positive change and economic growth, and create a prosperous future for their families and their communities.

**“The decision to adopt the Women Leading Change program to a virtual environment provided East African women leaders with the opportunity to take part in this important, transformative leadership program despite limitations during the Covid-19 pandemic. The online version of the Women Leading Change program allowed participants to bridge some of the digital divides as well.”**

— Neema Harold, Women Leading Change Coordinator.

## 2021 Milestones

- The international Women Leading Change team in Tanzania, Kenya, the UK, and the US successfully adapted to the ever-changing circumstances in 2021 and designed an all virtual Women Leading Change program.
- In August, 15 East African women leaders participated and graduated from the three-day online, transformative leadership program.
- In December, 14 Women Leading Change 2021 graduates completed four months of one-on-one coaching sessions.
- The 2021 graduates form a digitally-connected alumnae group to support one another on their journeys of applying their lessons in their daily lives and achieving their personal leadership goals

## Graduate Portrait:



Neema Harold with graduate, Edith

**Name:** Edith  
**From:** Dar es Salaam, Tanzania  
**Profession:** Human resources practitioner specializing in learning and development.  
**Future Goals:** To create a safe space for individuals and groups to seek guidance and support in their journeys towards unleashing their potential. To build the next generation's social and emotional competencies.

## How did the Women Leading Change program make a difference in your life in 2021?

**“I have grown as a person and as a leader. I connected with amazing women and gained experience in the online learning environment. The one-on-one coaching sessions were extremely useful.”**

— Edith, Sasamani Sponsored College Student

# Employ

## About The Program

In 2021, we started to refine Sasamani's Employment program to be more aligned with our strategic objectives. As part of Sasamani's Theory of Change process, we conducted interviews with the tailors in the Employment program to get a deeper understanding of their needs. As a result of this thorough process, we are looking to shift the focus of our approach from creating demand for products to building capacity.

We are currently exploring opportunities to partner with the Escala Business School and to work with the University of Dar es Salaam's Entrepreneurship Center to design a sustainable program focused on building business acumen and targeted to women entrepreneurs in Bagamoyo, Tanzania.



# Embrace

## About The Program

We partner with Connecticut College and annually provide students with the opportunity to intern with Sasamani, supporting the operations of our organization and contributing their unique talents and perspectives towards our mission.

With Sasamani's internship program we hope to foster a new generation of young people who are passionate about making responsible, sustainable, and empowering change. We bring the interns together with our staff, beneficiaries, Boards of Directors and volunteers to work together towards a common goal of empowering women and girls in East Africa.



## 2021 Milestones

- 2021 marked the inaugural year of our partnership with Connecticut College's Walter Commons for Global Study and Engagement.
- Three talented and passionate Connecticut College students took part in our virtual internship program.
- One student-intern took part in the Women Leading Change committee and developed and conducted a survey to measure the impact of the virtual Women Leading Change program.
- One student-intern supported the Education program by conducting interviews with the sponsored students to advise on group counseling subjects, optimizing tools for impact measurement, and writing blog posts.
- One student-intern worked on content development for Sasamani's online channels, including the development of a video about the women entrepreneurs in Bagamoyo who produced the soaps Sasamani provided to the partner schools.
- The student-interns worked together on the successful 2021 Sasamani Sponsorship Campaign. 100% of the students are now sponsored through the sponsorship program directly.

## Student Profile:

**Name:** Khadija Gohar  
**From:** New London, Connecticut  
**Area of Study:** Economics and International Relations.  
**Area of Study:** specializing in learning and development.  
**Future Goals:** Work in developing economies for financial inclusion of the marginalized.



## What are you most proud of in 2021?

How I was able to work with the Women Leading Change team and make it a reality amidst the obstacles posed by COVID-19. Attending the graduation of WLC Conference and hearing how impactful it was for the attendees made it all worthwhile.

## How did Sasamani make a difference in your life in 2021?

Personally it made me humble and grateful for all the things that we take for granted in life such as access to education. Seeing how enthusiastic and resilient the school kids are amidst limited resources inspired me to work harder in life. Most importantly, it introduced me to the amazing people who work in Sasamani and I will cherish these relationships forever!



# Theory of Change: How Does Change Happen?

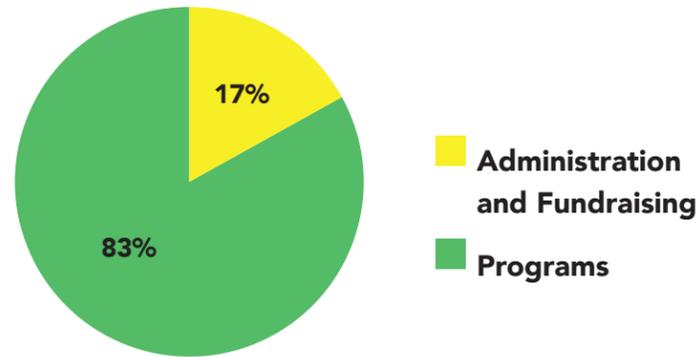
This is a question that organizations like Sasamani must ask themselves in order to successfully accomplish their stated Mission. A Theory of Change is a methodology used by mission-driven organizations to illustrate how their activities are contributing to their desired end state. It serves as a guiding roadmap, outlining how change is made possible through a series of thoughtfully-designed activities and subsequent outcomes.

In 2021, the Sasamani team embarked on creating our own Theory of Change, with involvement and input from the entire Tanzanian and U.S. Board of Directors and Sasamani staff. The team spent the year collaborating and discussing questions like: “What are the primary barriers to education, employment and empowerment for women and girls in East Africa we are aiming to overcome?”; “What is the long-term impact we hope to achieve?”; “What are the shorter-term outcomes that will make this change possible?”; and “How are our program activities thoughtfully designed to accomplish these outcomes?” The results of this collaborative process include the creation of refreshed and re-clarified Mission and Vision statements; a codified breakdown of the Outcomes that will allow us to achieve our Mission; and a means to approach our program design to ensure all Sasamani Activities are collectively accomplishing our desired impact.

Since our founding in 2012, Sasamani’s programs have been thoughtfully and carefully designed

through close collaboration between our Tanzanian and U.S. Board and team members, and grounded in our foundational belief of “with, not for”. Creating a Theory of Change has taken Sasamani another leap forward in our trajectory of responsible and sustainable change-making, and reflects our organization’s continued commitment to dismantling the systems that diminish women’s and girl’s opportunities to achieve their full potential in East Africa. Going forward, the Theory of Change is to serve as our North Star, ensuring everything Sasamani does continues to be done with integrity and shared purpose towards our Mission: to increase access to education and employment opportunities for women and girls in East Africa, empowering them to shape their own futures and cultivate positive change in their communities.

# Financial Statements



## Donations & Income

Unrestricted Donations	\$96,924
Education Program	\$23,950
Women Leading Change	\$38,750
Employment Program	\$65
Special Programs	\$560
Grants	\$15,000
<b>Total Income</b>	<b>\$175,249</b>

## Expenditures

Program Expenses:	\$117,726
Administration & Fundraising	\$24,287
<b>Total Expenditures</b>	<b>\$142,013</b>



# Thank You

## Donors & Volunteers

We are extremely grateful for all of the generous donations we received in 2021 from more than 100 donors. We are also very proud to have worked with such passionate volunteers who contributed to Sasamani's success in 2021.

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 to support the Sasamani Foundation's initiatives. There are various ways to empower women and girls in East Africa to shape their futures thereby 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 support students from middle school through university. A sponsorship covers education, room and board, school supplies, a school uniform, health insurance, hygiene supplies, transportation, and access to a social worker. A sponsorship offers the opportunity for one-on-one correspondence directly with the sponsored student.

### 2. Inspire emerging women leaders to lead change

When you invest in a woman, you invest in lasting social change. Sasamani and the University of

Dar es Salaam collaborate to deliver the Women Leading Change program for high-potential, mid-career women in East Africa. Donations to the Women Leading Change program contribute to scholarships for participants.

### 3. Help to break the cycle of poverty in East Africa

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

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

*Check:* mail to PO Box 315, Old Mystic, CT 06372.

*Credit Card:* via our donation webpage at [www.thesasamanifoundation.org/support-us](http://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

[www.thesasamanifoundation.org](http://www.thesasamanifoundation.org)

