



The Sasamani Foundation

ANNUAL
REPORT
2017





Andy, Elias, and Gladness watch an inter school debate between Sasamani students.

VISION

Women and girls served by Sasamani initiatives have confidence, are self-dependent, and shape their own future as leaders within their communities, workplaces, and families.

MISSION

Embrace. Educate. Empower. Employ.

The Sasamani Foundation provides holistic social service support, employment opportunities, and professional development to communities in Tanzania. All Sasamani Foundation activities focus on building capacity and addressing attitudes toward women's equality, so women and girls have better choices and outcomes for their future.

Sasamani student, Regina, leads the inter school debate.



LETTER FROM ANDY



Since 2010, we envisioned building an organization to serve the community of Bagamoyo, working alongside local Tanzanians who lead the efforts. My moto has always been **“with, not for.”** This approach has served The Sasamani Foundation well over the last seven years. We did not rush in and insist upon doing things “our way.” We spent the first two years researching the challenges and opportunities within the community to understand where our efforts were most necessary and would yield the most impact. In 2017, our methodology paid off as we saw many of our original visions become a reality.

In 2017 Sasamani has grown significantly nearly doubling the number of sponsorship students, kicking

off a successful manufacturing pilot, and building a Women Leading Change curriculum in partnership with the University of Dar es Salaam Business School, scheduled to begin the week of March 12, 2018. I hired an Executive Director, Erica Mohr, to manage the expansion and keep the focus on building capacity within Tanzania. Prior to taking on this new role, she volunteered with Sasamani in Tanzania for the month of March, meeting with each sponsor student one on one and conducting a needs analysis to inform the Women Leading Change program.

Our goals for 2018 include continued expansion of the manufacturing program to include the purchase or rent of a community space, expanding upon the great work of our

education program to incorporate meaningful development experiences for students, and building the processes and sources of funding for a Women Leading Change program that is sustainable and Tanzanian-led. I am thrilled to offer the attached annual report summarizing the continued evolution and impact of The Sasamani Foundation. Without the support and involvement of donors like you, none of Sasamani's progress and impact would be possible. I offer my most sincere thanks, appreciation, and gratitude for all you do for The Sasamani Foundation.

Warm regards,

Andrew Halsey, Founder



New sponsorship and holistic support.

OUR APPROACH

We believe the surest road out of poverty is education. In Tanzania, there are many things besides school fees that stand in the way of getting a sound education. With this in mind, the Sasamani Foundation provides a holistic approach to child sponsorship while focusing on building self-reliance. In addition to covering school fees for each student, Sasamani also ensures each student's basic needs are met such as hygiene supplies, school supplies, and transportation expenses. When available, Sasamani also covers costs for students to board at school. This allows students to focus on studies without distractions. Sasamani's Education Director, Gladness Kulola, visits the schools twice per month providing scheduled and on-demand counseling, ensuring sponsor children are thriving in all areas of their life. With these basic needs taken care of, students are required to uphold their part of the Sasamani contract by maintaining high effort in school in order to remain eligible for a Sasamani scholarship. Students are also asked to participate in community service activities. These initiatives teach students the value of giving back to the community and build self-efficacy.

“The students I sponsor always give me a wow experience. I selectively choose to sponsor Sasamani students for three reasons. Sasamani at its inception started with the concern about what is “culturally appropriate” and how to avoid “unintended consequences”. In addition, the foundation’s model supports the whole student which means education along with in-depth mentoring and coaching. All with a native Education Director who has a Masters in Social Work. Not surprisingly, The program has won two Community Awards for follow through.”

*-Dan Shepard
Sasamani Sponsor since 2016*

2017 ACHIEVEMENTS

*In Tanzania’s formal employment sector, **only** 35% of the positions are held by women.*

- ✓ **Expanded Program.** The sponsorship program expanded its support from 29 students to 56 students, increasing its service from 1 to 3 local schools. New students were selected for sponsorship based upon the highest need and highest potential.
- ✓ **Improvements to Sponsorship Process.** Our new web site allows prospective sponsors to see photos and read biographies of each child before choosing to sponsor. The back end of the web site automatically processes the payment and alerts staff, so they can connect to new sponsors through student letters.
- ✓ **Strategic Communications.** Sasamani’s Facebook site is updated regularly with news, photos, and events happening in real time. This offers donors and sponsors a weekly connection to the impacts resulting from their support.
- ✓ **Focus on Health and Hygiene.** In 2017, Sasamani improved services to students by purchasing health insurance cards for students experiencing chronic health problems and provided regular hygiene supplies, including sanitary napkins for girls.
- ✓ **Focus on Student Leadership.** Sasamani students at each school coordinate under student leadership. They work together to prepare for visitors, for graduation, and for community service events. This provides students real experience leading a team of their peers and coordinating with School Administrators.
- ✓ **Transportation Support.** The Sasamani Foundation is committed to clear barriers to education. At Kingani School, Sasamani covers boarding fees for the sponsor students who are eligible. Currently, only girls are eligible. The four boys sponsored at Kingani School must either walk the five miles to and from school each day or pay for a taxi. With the support of a generous donor, Sasamani was able to provide bikes to all four sponsor children, who now have a reliable means to travel to and from school quickly and easily.

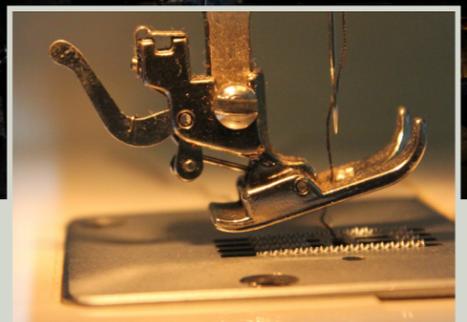
WHY IT MATTERS

As a result of Sasamani sponsorship throughout 2017, student school performance has improved. In 2017, three Sasamani students earned the top academic awards for their class. The positive impact Sasamani initiatives have on students, parents, and the school was formally recognized by the Kingani Secondary School on October 23, 2017.



EMPLOY.

Manufacturing Pilot.



2017 ACHIEVEMENTS

- ✔ **Conducted** a Bagamoyo tailor market analysis to understand the challenges and opportunities and how Sasamani should structure its manufacturing initiative to deliver the most sustainable impact.
- ✔ **Recruited** and hired a sewing instructor and 12 tailors.
- ✔ **Designed** a bag from sail material and trained Sasamani tailors.
- ✔ **Successfully produced** and paid a fair market price for 600 bags, each passing a rigorous quality control check.

WHY IT MATTERS

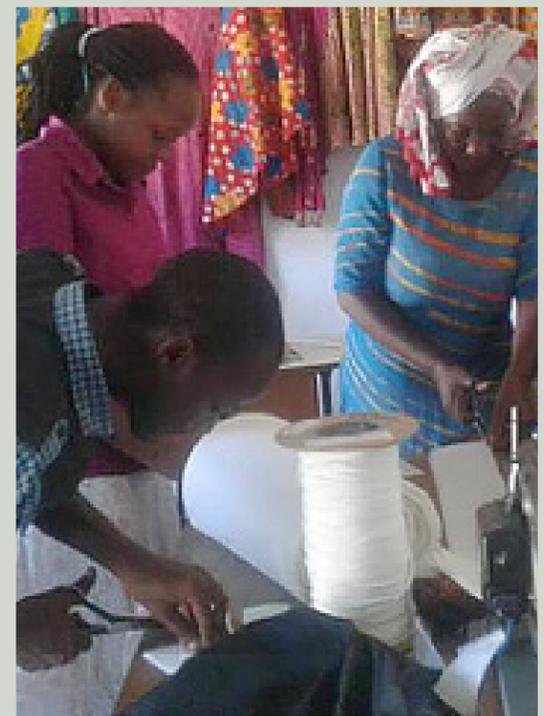
The economic independence that women can achieve through reliable, fair market employment is a game changer. This can transform family relationships and offer a level playing field for women in a highly patriarchal culture. Women gain confidence in themselves and their abilities, and men gain respect and admiration for their wives as they begin to contribute to family expenses such as school fees, food, and housing.

Sasamani's long term goal is to create a community center to host services and training programs building skill sets within the community of Bagamoyo to support employment. Step one of this **five-year plan** was to conduct a market analysis of the current state of tailors in Bagamoyo. It turns out, most tailors own machines, but they lack adequate work to feed their families. For this reason, Sasamani decided to employ existing tailors to sew bags and school uniforms rather than training new ones. The Sasamani Foundation initiated a two-month pilot program, employing 12 local tailor and 1 sewing instructor to sew 600 bags. These bags will primarily be sold in bulk to U.S. business. The key lessons learned from the pilot program will be incorporated into our approach for 2018 as we continue to expand our employment impact. Our ultimate goal is to build a program that provides the most positive impact within Bagamoyo without inflicting unintended negative consequences.

OUR APPROACH



1 sewing instructor + 12 local tailors = 600 tote bags





“We should think of establishing institutions that grow long beyond our time in this world. If men can do it, why not us? We can do better. We endure more hardship. We are more flexible. We should use those talents. In our community we are told to be second, in reality I think we are upfront in many areas. We need to be taught to aim much higher.”

— Devotha Minzi, Founder and Board Chair, K Finance Tanzania

EMPOWER. Women Leading Change

2017 ACHIEVEMENTS



- ✓ **Conducted** an East Africa needs analysis, interviewing successful women in a variety of sectors.
- ✓ **Designed** a curriculum to meet those specific needs with instruction in leadership style, negotiation, self-awareness, and mindset.
- ✓ **Hired** world class facilitators from London Business School, Harvard University, Dar es Salaam University, and successful Tanzanian entrepreneurs to deliver an impactful curriculum.
- ✓ **Conducted** a coaching pilot program to evaluate how three months of follow on coaching would best work in the East African culture.

WHY IT MATTERS

The perspectives and capabilities of women leaders are necessary to solve intractable problems facing today's local and global communities. In Tanzania's formal employment sector, only 35 percent of the positions are held by women – the world is missing out on critical talent. Professional development opportunities in Tanzania are limited, and leadership programs specifically designed for women are even more rare. Designed to meet the specific needs of East African women, Women Leading Change offers a rare opportunity for women to learn from and be inspired by each other.

31 women completed the inaugural Women Leading Change Program

OUR APPROACH

From its inception, the Women Leading Change Program was conceived of and implemented collaboratively between The Sasamani Foundation and Dr. Neema Mori of the University of Dar es Salaam Business School. Under Dr. Mori's leadership, the team began its work in March by interviewing Tanzanian women to understand their unique challenges. The results of this Needs Analysis informed the curriculum development and learning objectives for the program.

In addition to this powerful one-week classroom curriculum with world class facilitators, the program also includes three months of leadership coaching. Students are supported as they apply lessons from the classroom into their real-world environments. This approach dramatically increases the likelihood of permanent behavior change and improved leadership skills.





Andy and Gladness visit Sasamani Sponsor Students.



EXPENSES

Operating expenses **\$33,501**

Direct education support **\$34,347**

Direct manufacturing support **\$16,527**

ASSETS

Net property **\$9,957**

Inventory of goods produced **\$6,000**

Investment in future Community Center **\$64,852**

