



Interim Report to Dining for Women

31 July 2015



1. Information

Organization Name: AfricAid, Inc.
Program Title: The Kisa Project
Grant Amount: \$45,000
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2. Program Outcomes

AfricAid's mission is to support girls' education in Africa in order to provide young women with the opportunity to transform their own lives and the futures of their communities. Our vision is to create a future in which all African girls have equal access to high-quality educational opportunities that empower them to achieve their goals and better their communities. Our signature program, the Kisa Project, is made up of a two-year leadership and life skills training program for secondary school girls, along with a range of additional support mechanisms and activities.

The Kisa Project aims to:

- provide participants with vital life skills and leadership training;
- support the economic empowerment of participants by teaching entrepreneurship and technology skills;
- mentor participants so that they are able to successfully complete an Advanced Level (A Level) of secondary education and pursue further studies;
- support participants to become leaders and mentors in their own communities; and
- provide the necessary associated mechanisms to support participants' successful transition to further study.

AfricAid commenced the Kisa Project in 2010 in order to provide young Tanzanian women with high-quality, integrated learning experiences, including the training and tools to make the most of their personal potential, and become leaders in their communities, as well as to mentor the next generation of young women.

Our specific outcomes for the reporting period include:

- 300 Tanzanian secondary school girls enrolled in Kisa Year 1

- 123 enrolled in Kisa Year 2
- An anticipated 380 new Scholars will commence in July
- 13 partner schools participating and four more to be added in July
- Computer labs installed in all existing partner schools
- 24 graduates have commenced Leadership Immersion; the remaining graduates will commence after they complete National Service.

3. Funding Changes

The overall costs of running the Kisa Project have not changed significantly from our 2014 and 2015 projected budgets. However, there are significant changes to the original program budget submitted with the proposal to Dining for Women in 2013. As a learning organization, AfricAid is always looking for ways to be more efficient and cost-effective. AfricAid staff found ways to reduce costs in several programmatic components and shifted budget line items to better align with activities in the field. At the time AfricAid was selected as an alternate grantee by DFW and notified of its award in late 2014, DfW provided AfricAid an opportunity to clarify the budget line item descriptions to better align with projected activities. This interim report reflects the budget submitted to DfW at the time of the award in November 2014.

We have not received unexpected funding from another source.

4. Significant Changes

Our organization and programs have not changed significantly since the original proposal was submitted, although the Kisa Project has expanded as planned, and the practical training component of Kisa, Leadership Immersion, is being transitioned to a '2 Day Challenge', which is discussed in the next section. Additionally, because the funds from Dining for Women were received in December of 2014, the grant funds are being used to implement 2015 activities. Though the activities themselves did not vary significantly from the original proposal submitted in 2013, the timeline of implementation shifted from 2014 to 2015.

The following other changes have occurred:

- Executive Director Maria Rosa Galter commenced in November 2013, replacing Elizabeth Abshire
- The US office moved premises
- Three Junior Mentors commenced in the Tanzania office in May 2014

- AfricAid created a Child Protection Policy and Communications Guide to safeguard the privacy of our Scholars. These policies have changed the way Kisa Scholars communicate with their Sponsors and AfricAid no longer posts videos of the Scholars as described in the original proposal.

5. Challenges

There are no significant or insurmountable challenges currently facing the Kisa Project. We have, however, decided to transition the practical training component of Kisa, Leadership Immersion, to a '2 Day Challenge' in 2016 because of two main reasons: the National Service requirements of Government of Tanzania conflicts with the time scheduled for Leadership Immersion; and the growing number of Kisa graduates makes Leadership Immersion very costly and hard to manage.

The alternative we are piloting in the 2015-2016 School Year is called the 2 Day Challenge (2DC). 2DC will integrate the various parts of the Kisa Project Curriculum. Scholars will create a community project plan and a project budget based on what they learned through their community assessment and the feedback they received during their Year One Presentation.



Figure 1. Kisa Scholars receiving certificate after completing Year 1 Community Project Presentations

These elements will culminate in a 2 Day Challenge Project in the community. The community project field work will last two days, and reflects TWO YEARS of preparation and training in order to have a measurable and appropriate impact in the community during the two days of field work.

As part of the 2DC, we will encourage the Scholars, from the beginning of their Kisa experience, to generate ideas for projects that are low cost, high impact, discrete, achievable within 2 days, and organized with the correct amount of preparation. We will also encourage them to work with organizations that are already working in their communities, such as schools and other community groups. Finally, they will be strongly encouraged to work in groups with other Kisa Scholars. The project they choose will depend on the needs they discover through their community assessment.

AfricAid will continue to provide a stipend/funding for their projects, but at a reduced cost so that once the program reaches scale, the total budget is targeted to be \$30,000 rather than the \$90,000 we are currently projecting under the prior model.

6. Project Objectives

Our original objectives for the Kisa Project have not changed. Progress towards our objectives is reported on in the next section using the specific budget items for which funding has been provided.

7. Progress Toward Objectives

Kisa Graduate Stipends

Leadership Immersion is one of the most innovative aspects of Kisa, because of the ‘multiplier effect’. Upon completing Kisa Classes, graduates teach 10 of the topics they studied as part of the Kisa Curriculum to 15 to 20 younger girls in their home communities. The girls they teach are generally 12-15 years old and part of a church group, class at another school (not the graduate’s own), community group, or other recognized group.

Each participating graduate receives an initial expense stipend to cover the costs of transport and phone calls, and to allow them to purchase notebooks and pens for the girls they will teach. The Leadership Immersion expense stipends teach graduates personal and financial responsibility as they learn to save and budget their

stipend for operational costs. Graduates also learn important community service values, empowering them to become role models and leaders.

This year to date, 24 Kisa graduates have commenced Leadership Immersion and received their stipends; 360 – 480 younger Tanzanian girls are being mentored. The remaining graduates will commence after they have completed mandatory National Service training.

Kisa Mentors are currently conducting site visits to see how the participating graduates are progressing. As part of the process, Mentors assist to build accountability, responsibility, and a sense of accomplishment in graduates.

Kisa Leadership Immersion and Career Day Program

After finishing Leadership Immersion, graduates are eligible to receive a completion payment. Completion payments are made to graduates who have kept in regular contact with their Mentor throughout the process, have provided a final written report to their Mentor, and have provided a letter from an official representative of the organization or group with whom they were working. This letter attests to the attendance and appropriate behavior of the graduate. The first lot of completion payments will be made in September.

Career Day is an annual women's leadership and careers conference, aimed at Kisa Scholars and Alumni, and one of the key activities of the Kisa Project. In 2015, about 600 Kisa Scholars from 17 partner schools in Arusha and Kilimanjaro Regions of Northern Tanzania will attend. The event will also be attended by Kisa Alumni, partner school representatives, AfricAid staff, Board members, and invited guests. Career Day is an overnight event in 2015 and will take place on August 28th and 29th.

AfricAid has successfully secured Tumaini University, Makumira (Arusha) as the venue for Career Day 2015. Makumira University students will be on holidays and Kisa Scholars will stay in the dormitories. Meals will be catered and will include dinner on the evening of the first day, and breakfast and lunch on the second day. Scholars will be transported to and from their respective schools via bus. Each Scholar receives a t-shirt, notebook and pen, items which are highly valued by Scholars.

After arriving on the afternoon of the 28th, Scholars will be welcomed and shown to the dormitories. They will then participate in some ice-breaker and warm-up activities so that they can all get to know each other. This will

be followed by dinner and a talk from a relationship expert. Scholars generally love showing off their ‘talents’ and so the evening will end with a talent show.

Starting at 8 am the next morning, the program begins with an official welcome and introduction. This will be followed by the program highlight, the guest speakers. Guest speakers (we anticipate three in total) are comprised of successful and inspirational Tanzanian women, who will address the audience and share their own journeys to success, including the challenges they faced, and how they overcame them. Speakers secured to date include Imelda Mwamanga (Director of Relim Media Company, which she established) and Edna Kallape (Head of Private Banking at Stanbic Bank). Following the guest speakers, awards will be presented to outstanding Scholars and class photos taken.



Figure 2. Kisa Scholars at Career Day 2014

After lunch, Scholars will break into smaller interest groups and participate in a session led by a person who has successfully pursued a career in an area of interest to that group of Scholars. Small group sessions will be led by a full range of engineers, doctors and other medical professionals, lawyers, accountants, entrepreneurs, teachers and other education professionals, NGO project and program managers, and journalists and other media specialists. At the end of the day, Scholars will be transported back to their schools.

The key benefits to Scholars of Career Day include: a more focused and informed approach to choosing a career path; the opportunity to network and share ideas; hearing from and asking questions of established professionals; and the opportunity to benefit from the stories of Tanzanian women who have overcome adversity to succeed in their chosen careers. We look forward to sharing the highlights of Career Day 2015 with Dining for Women in our next report.



Figure 3. Kisa Scholars preparing for community project presentations

Scholarship and Emergency Fund

The University Scholarship Fund supports Kisa graduates who have been accepted into a higher education course but are unable to cover the costs associated with the course of study. The Fund provides a partial scholarship for the cost of tuition only. While it doesn't cover all costs, it is a significant contribution. Kisa graduates who apply for support are encouraged and supported to raise the rest of the money themselves.

Scholarships are competitively allocated and any scholarship that is awarded is paid directly to the University. Each year, \$10,000 is allocated to the Scholarship Program and the average amount awarded is \$300-\$500. This ensures that the Program has the widest possible reach. In 2014, 25 young women were awarded a scholarship.

Dining for Women’s significant contribution of \$8,000 will allow us to provide scholarships to a similar number of graduates in 2015.

University placements are offered to students in August – September and the university year commences in October. The scholarship application process commences after Scholars have completed Leadership Immersion, coincident to the time the girls receive their Form 6 exam results and find out if they have been accepted into university. Successful completion of Leadership Immersion is one of the key eligibility criteria for a scholarship.

The Emergency Fund is used to cover costs incurred by Scholars facing a crisis situation. If a Scholar is facing a personal crisis, she can apply for assistance through the Emergency Fund. Past situations have included health and family crises. AfricAid staff and Mentors meet with school representatives to assess the application for assistance prior to awarding the funds.

8. Difficulties Completing Project

We are well on-track to complete the proposed activities in the timeframe indicated in the proposal and do not anticipate any difficulties.

The funding received from Women is make a difference in Tanzanian school girls as them to reach potential and equitable



AfricAid has Dining for allowing us to significant the lives of secondary we support their full build a more society.

9. Interim Financial Report

2015 expenditures associated with the operation of AfricAid's Kisa Project are progressing according to budget. The costs from the Dining for Women support of the program totaled \$2,145.83 through the six months ending June 30, 2015. With most of the program activity scheduled for the second half of 2015, full expenditure of DFW Grant support will be realized by year-end.

As indicated, the grant support of \$45,000 from Dining for Women will be utilized completely for Kisa Project. Due to new mandatory service requirement post-graduation in the Tanzanian military, pursuant to the Tanzanian Government's recently-revamped National Service program, fewer Kisa graduates will be able to participate in teaching the Leadership Immersion component, resulting in the Kisa Graduate Stipends expenditure projected to be under budget. Conversely, the impact of Career Day for all scholars has exceeded forecasts, contributing to this Program activity projected to run slightly over budget.

A summary of these costs, with comparison against the budget submitted in the application, are as follows:

Budget Item	Description	Budget	Projected Costs	Actual Expenditure as of June 30, 2015
Kisa Graduate Payments	1 st Stipends for Kisa Graduates to teach Leadership Immersion Program classes	\$5,000.00	\$3,480.00	<u>\$684.01</u>
Kisa Leadership Immersion and Career Day Program	Leadership Immersion Program (Summer Mentoring Program),	12,500.00	13,376.00	<u>180.34</u>
	Kisa Year 2 (Leadership Immersion Prep),	3,500.00	3,445.00	<u>984.91</u>

	Career Day Program (Annual Leadership Conference for Kisa Scholars)	16,000.00	18,000.00	<u>296.58</u>
	Total	\$32,000.00	\$34,821.00	\$1,461.83
Scholarship and Emergency Fund	Provides university scholarships to Kisa Graduates unable to enroll in university without assistance	\$8,000.00	\$10,500.00	<u>\$0.00</u>
	Total Grant from Dining for Women	\$45,000.00	\$48,801.00	\$2,145.83