



ANNUAL IMPACT REPORT

2023–2024



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LETTER FROM THE PRESIDENT



This past year was extraordinary for TEMBO as we celebrated our 20th anniversary as a registered Canadian charity. Over these twenty years, so much has changed in Longido District, Tanzania thanks to the continued support of our donors and staff in Tanzania. The women and girls are making great strides forward with education and economic empowerment which advances gender equality and the long-term sustainability of the community.

Having weathered the “Covid” storm, it was wonderful to see our educational support programs – PASS (Primary and Secondary Success) and TEC (TEMBO English Camp) - up and running again. In the fall of 2023, we appreciated the support of Canadian volunteers who joined the PASS program. Their presence helps support English language development which is critical for the girls’ success.

In January 2024, four board members – myself, Virginia Taylor (Treasurer), Margaret Kennedy (Secretary) and Nancy Arbogast (Chair, Fundraising) – travelled to Longido to meet with staff, local board members, girls currently in school, graduates and women in the micro-finance, literacy and tailoring programs. Meeting women who have started businesses with a TEMBO loan, reminded me of a quote by rockstar and activist, Bono. “Give a man a fish, he’ll eat for a day. Give a woman microcredit, she, her husband, her children and her extended family will eat for a lifetime.” Meeting several women who have started businesses with a TEMBO micro-finance loan, reinforced this belief. From selling produce to used clothes, starting a butchery business or opening a hair salon, these women demonstrated their ingenuity and determination.

Another highlight of our visit was meeting graduates of the tailoring program who have now established small businesses in their villages sewing clothing and uniforms, many working in a traditional boma. They were proud to show us their sewing machines and presented us with hand-made gifts for us to take home.

The remarkable visit culminated in a celebration with staff and boards of TEMBO (Tanzania), Learning in Longido (LiL) and TEMBO (Canada) Board members. I was honoured to be joined by the Chairs of the Boards of TEMBO and LiL as we cut the cake and toasted the achievements of all three organizations.

As President, I am so gratified at the success of TEMBO over the past 20 years. Together, our commitment has created an environment which values education and understands the opportunities it affords the community.

Melissa Clark

President, TEMBO

Our Vision

We envision a world where the girls and women of Longido District, Tanzania have equal access to education and economic opportunities.

Our Mission

We empower our community-based partners to deliver programs that provide fair and equitable access to education and economic opportunity in northern Tanzania.

January
2024

Visiting Longido



Namynak, LiL Library Assistant, shares information about what the women are learning in their weekly literacy lessons.



The Kimokouwa sewing group present gifts to the TEMBO (Canada) Board members while proudly displaying their new tailoring skills.



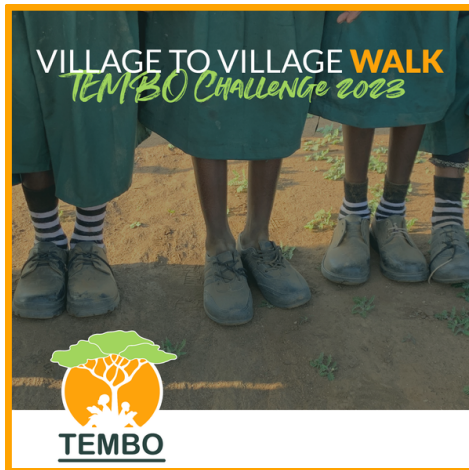
"Without TEMBO, we would be blind." TEMBO grads share personal stories about education, family and their lives today.



The Chairpersons of TEMBO (Tanzania), TEMBO (Canada) and Learning in Longido cut the cake during a celebratory dinner at the end of the trip.

FUNDRAISING EVENTS

TEMBO is a federally incorporated registered Canadian charity that partners with local organizations in Tanzania to address issues of girls' education, empowerment of women, poverty and human rights. We are grateful to our donors and supporters who give generously throughout the year to support our mission. Together, we are making a difference.



TEMBO Challenge 2023: Village-to-Village Walk

In May 2023, 34 individuals and 5 teams took on the TEMBO Challenge and walked or cycled 50 km over 7 days in their local communities in Canada. Together, they raised over \$15,700 in support of women and girls. At the same time, TEMBO supporters tuned in to seven daily updates from walks around Longido. The daily updates introduced viewers to the women and girls who have benefited from TEMBO's ongoing support – women who have access to literacy and tailoring, girls who have access to academic support and children who have access to a library.

TEMBO ONLINE AUCTION

In fall 2023, TEMBO hosted the 7th annual online auction thanks to the generous donation of items and services from many businesses and individuals across Canada.

The **online auction raised \$20,000** and created a great deal of excitement as participants bid on a wide variety of items including travel gift certificates, food packages, clothing, artwork and, of course, products from Tanzania.



OUR ANNUAL CAMPAIGN



On Giving Tuesday 2023, TEMBO launched 'Give Her a Chance', our annual campaign to raise funds to support secondary school education.

TEMBO's 'Give Her a Chance' runs each year throughout the month of December and highlights the impact of our work in the Longido District. In 2023, the campaign profiled the story of Helena and her mother, Ngotai.



When Helena was in primary school in Kimoukouwa, she loved her classes so much that she dreamed of going to secondary school. She shared her dream with her mother, Ngotai, who never went to school, but wanted this opportunity for her daughter.

When Helena found out she would be sponsored by TEMBO, she was overjoyed. "My fears just moved out."

"TEMBO gives me hope", she says, "that I will reach my goal."

Mama Ngotai, too is grateful: "I thank God for TEMBO."

~ Helena and Mama Ngotai

In December 2023, **TEMBO raised over \$25,123 for secondary school education.** Together, we are making a difference in the lives of girls in Longido District.

TEMBO TANZANIA: NOTES FROM THE EXECUTIVE DIRECTOR



TEMBO continues to provide critical support for the Longido community including girls' education and women's empowerment. "Sometimes the TEMBO office is overflowing with people in need."

TEMBO has grown a long way since it started in 2007. We have a great team to do the work, to go beyond what is required. We want to hold hands with each other, to make things work. We have also attended local and regional networking events so that we might share our work with others, and help us to build our network. We are empowered by others who face similar challenges.

This past year has been very positive with 167 girls in secondary school. Our community facilitator and program support officer visited the girls twice in their schools. The purpose of these visits is to monitor the academic development of the girls, their school life/social life and discuss school life in their environment. They also offer counselling for girls who are homesick and listen to all of the girls talk about school life (e.g., food, subjects they like and do not like) and the challenges faced while in school. It is important to just listen to the girls while they are expressing themselves. One new benefit this past year was the support for additional toiletries like soap, sanitary pads, pens and pencils for all girls.

The Girl Care program continues to be very important as it supports those who face challenges of forced marriages and early pregnancy, and who are at risk of undergoing FGM practices, due to their challenging home environment. The program provides a safe home, nutritious meals for the girls, and learning opportunities during school breaks.

During 2023-2024, 11 sponsored girls joined the vocational training program to pursue various courses including community development, pharmacy, accounting, etc. The girls decide on the courses to take after a mentorship session with our supporting staff who help to provide direction and counselling on what courses to take according to their performance and student ability.

At the university level, 10 sponsored girls were selected to join universities in July 2023 bringing the total number of TEMBO-sponsored girls currently in university to 16.

Our micro-finance program continues to support women with loans. The program was re-structured to include more staff support (home visits) to follow up with women who were struggling to make repayments due to inflation. The prolonged drought of 2023 brought challenges to the women in the goat program as many were eaten by wild animals or lost.

Paulina Sumayani
Executive Director, TEMBO (Tanzania)

**Sara Juma
Program for
Primary
Schools**

985 students

from 7 primary schools participated in an after school program offering life skills lessons including childrens' rights, health and the importance of education.



GIRLS' EDUCATION

In 2023-2024, TEMBO supported a total of **167 girls in secondary school** and **31 girls in post-secondary education**.

July 2023: 4 girls enrolled in Form 5 (equivalent to Grade 12) bringing the total number of girls studying at the A-Level (advanced level) to 6.

November 2023: 36 girls sat the Form IV national exam that required determination, focus and hard work. TEMBO congratulates all of the girls on their significant achievements and wishes them well with their continued studies.

January 2024: TEMBO staff helped to prepare 45 girls for secondary school. Each girl received a new school uniform, a trunk, bedding, books and toiletries. Together with their families, the girls headed off to school eager to begin their studies. For many, this is a dream of a lifetime!

NJUMALI COMES TO TEMBO WITH HER FAMILY EAGER TO HEAD OFF TO SCHOOL. HER FATHER IS VERY THANKFUL FOR THIS OPPORTUNITY. "I AM JEALOUS. I NEVER WENT TO SCHOOL, BUT IF I COULD COUNT BACK THE YEARS, I WOULD LIKE TO GO TO SCHOOL AS WELL."



161
girls enrolled in
O-Level
(Ordinary Level)
studies in
secondary school

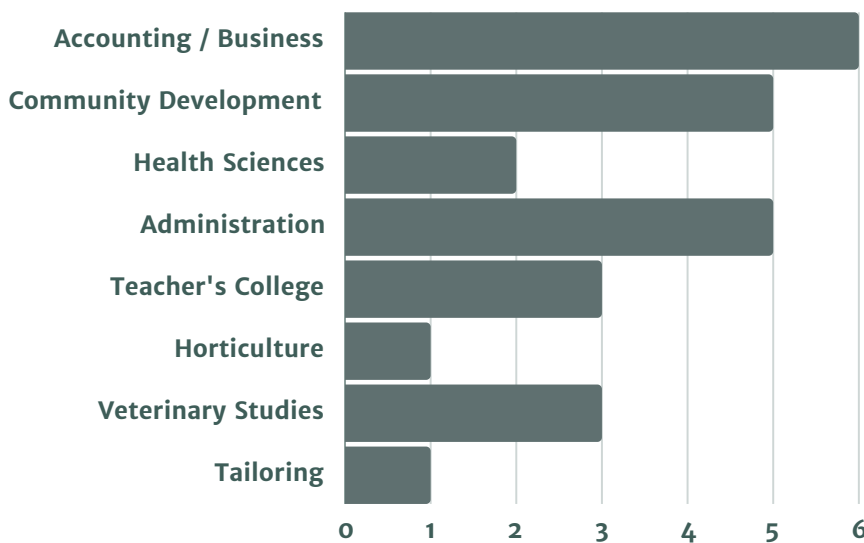
6
girls enrolled in
A-Level
(Advanced
Level) studies in
secondary
school

45
girls sponsored
for Form 1 of
secondary
school

VOCATIONAL TRAINING

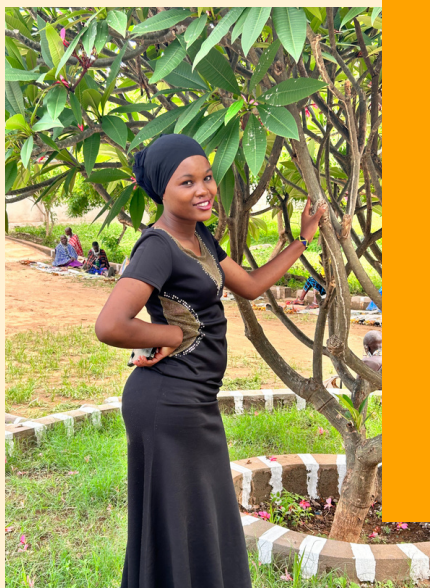
Accounting/Business, Community Development, Health Sciences, Veterinary Studies: these are some of the many vocational programs that 26 TEMBO-sponsored girls were studying in 2023-2024. All of the girls had completed Form IV before advancing on to a college program.

What are the girls studying?



26

Number of girls
attending vocational
training programs in
2023-2024



6

girls graduated
from vocational
training
programs
(2023-2024)

ACADEMIC SUPPORT



In 2023-2024, TEMBO contributed funding for the coordination of two academic support programs: TEMBO English Camp (TEC), a three-week program, that supports TEMBO-sponsored girls while they are in school, and Primary and Secondary SUCCESS (PASS), a 10-week program for girls in Longido District before they start secondary school.

125

girls attended
TEC
(June 2023)

50

girls attended
PASS
(Fall 2023)

“I have learned many things at PASS. Now I know there is a subject like Biology and Geography. I am also learning how to take care of myself and that hygiene is important. I am also learning how to get along with others in the hostel. I would like to be a doctor.”

~Ngaiso Schuwaka



GIRL CARE PROGRAM

"The girls who attend this program face many challenges such as forced marriages, early pregnancy, and may be at risk of female genital mutilation (FGM) due to the challenging home environment. Girl Care provides them with a safe place to sleep, nutritious meals and a conducive learning environment during the school breaks."

Paulina Sumayani, Executive Director, TEMBO (Tanzania)

34

girls benefitted from a safe and secure place to stay when not in school.

170

toiletry kits (soap, pads, etc.) provided to girls to keep them healthy while in the Girl Care program.

219

nights of care during the school year with 24-hour security and matron supervision.



WOMEN'S OUTREACH

At TEMBO, we prioritize long-lasting support for women, investing in meaningful ways that allow them to thrive. During weekly sessions with women in remote traditional Maasai communities, TEMBO staff share information about health, the importance of education, family planning and community engagement.

In January 2024, members of the TEMBO Board met with four women who attended the program in 2009. Meeting with them now, they will tell you that “if [they] were to tell you all the changes that TEMBO has made in their lives, you will be there until after the sun sets!”.

Now, when they go to the clinic, they can make themselves understood and they can understand the instructions they are given.

Now, when they attend village council meetings, they can participate in the discussions and planning for the community where they live.

Now, they understand the importance of education and they ensure that their children and grandchildren attend school. They even go to other bomas (homes) to make sure that other families understand that it is important for the children to attend school.

This year, they have set their sights even higher. They are going to run for elected office: They “have a plan”. They have grown from marginalized individuals on the periphery to actively involved citizens.



LEARNING IN LONGIDO: NOTES FROM THE EXECUTIVE DIRECTOR



It has been a fun and successful journey with our staff and I would like to extend my appreciation to all of them for their great work. For the fiscal year 2023/24, we have been able to meet the needs of the community in Longido in many ways with our yearly plan which was effectively accomplished. From library site visits and adult education to computer and tailoring programs, we have seen great success and community improvement as we strive to meet their needs in education.

Program Impact: support from Canada for program delivery has helped LiL to reach more individuals in the local community including: 140 women who learned how to read and write Swahili, over 1,000 preschool, primary and secondary students who have come to know the importance of educational resources available to them, and 3 young adolescents who participated in the bursary program. These individuals are from disadvantaged backgrounds who are now able to fulfill their dream in education.

Our Facilities: work done on the Longido District Learning Centre has led to a strong and durable building including painting inside rooms, maintenance of washrooms, adding shelves to keep resources, and maintaining the grounds.

Administration: support for staff development increased overall work performance and motivated teachers and staff to work hard. The benefits of employment continue to help our children with their education and the overall health of the family.

By conclusion, LiL administration would like to express our thanks to TEMBO (Canada) for continuing to support our organization.

Leah Kisambu
Executive Director, Learning in Longido

168

pre-school children
attended programs
at the Learning
Centre

1,170

primary school
students attended
an after-school
program

192

students (including
36 adults) attended
lessons to learn
basic digital literacy

94

students attended
a Pre-Form 1
program for 10
weeks.

19

women participated
in tailoring and
gardening programs.

LONGIDO DISTRICT LEARNING CENTRE

Pre-Form 1



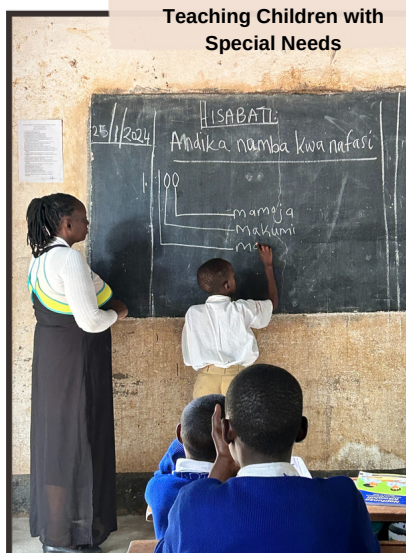
Learning in Longido has been offering the Pre-Form 1 program since 2018 with an average enrollment of 60 students participating for 10 weeks of academic preparation. This year, the program saw an unprecedented demand with 94 students in attendance. This growth reflects an increased awareness of Learning in Longido and the excellent program coordination, combined with a positive change in the community regarding the importance of education.

Women's Skills
Development Program



LiL launched its third cohort in the Women's Skills Development Program. 19 women from 4 villages joined the program to learn basic skills in gardening and tailoring. These women are inspired by the many graduates of the program who are now running small tailoring businesses and building gardens in their community.

Teaching Children with
Special Needs

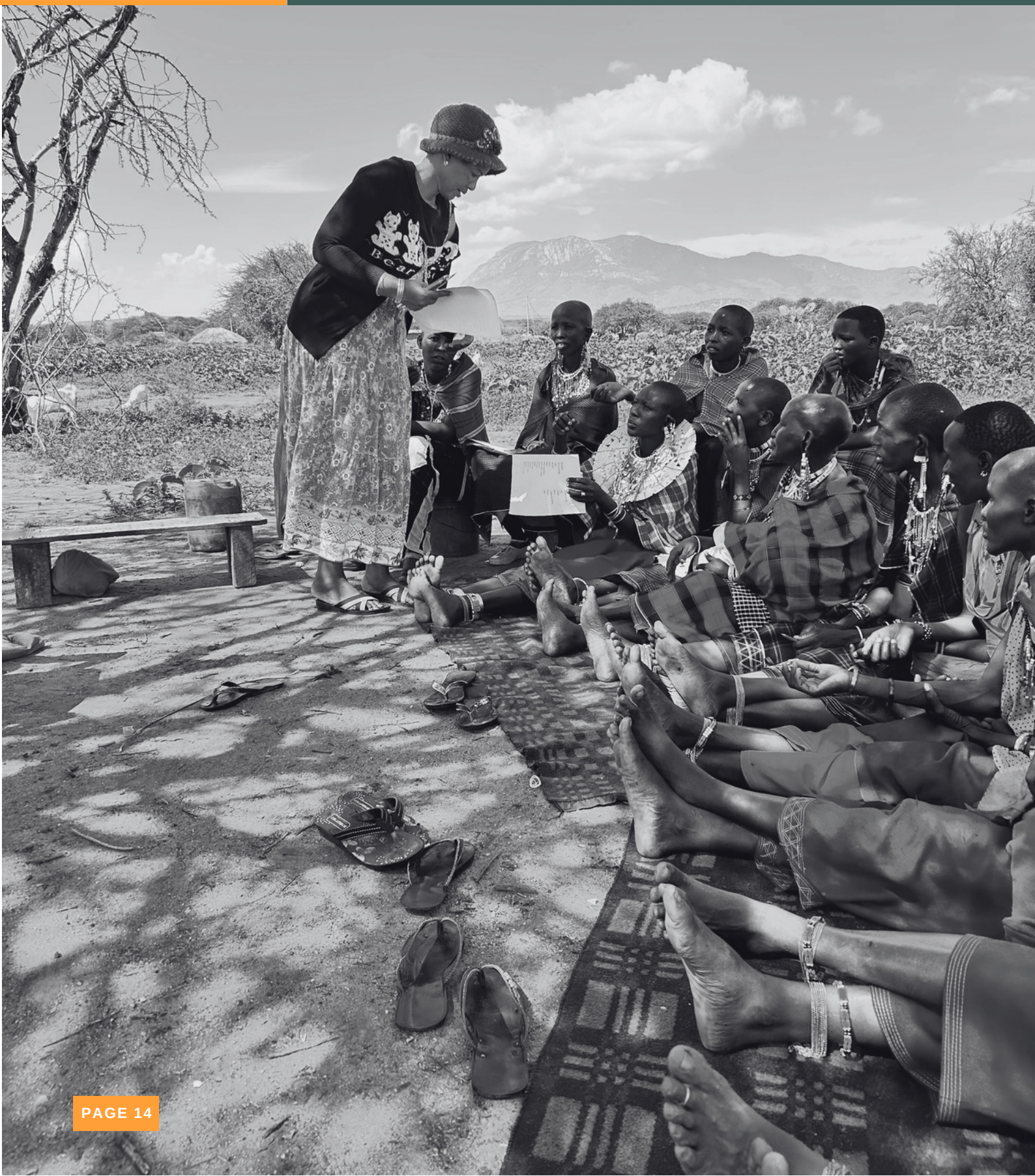


Staff member, Judith Mollel, coordinated a program for 10 primary school students with visual and hearing impairments after completing her training at the Patandi Institute. This program includes weekly lessons on-site at the Learning Centre and in their primary school classrooms

**Women's
Literacy
Program**

142 women

participated in lessons to learn how to
read and write in Swahili



FINANCIAL REPORT

The summary financial statements are derived from the financial statements for Tanzania Education and Micro-Business Opportunity (TEMBO) for the year ended April 30, 2024, as reviewed by McCay Duff LLP. This review fulfilled the legal requirements under the Canada Not-For-Profit Act.

Summary of Operation as at April 30, 2024

REVENUE	
Donations	\$ 216,834
Events	\$ 29,529
Interest	<u>\$ 2,611</u>
TOTAL REVENUE	\$ 248,974
EXPENDITURES	
Grant to TEMBO (Tanzania)	\$ 189,445
Grant to Learning in Longido	\$ 56,066
Fundraising/ Admin Canada	<u>\$ 43,671</u>
TOTAL EXPENDITURES	<u>\$ 289,182</u>
NET REVENUE FOR THE YEAR	<u>\$ (40,208)</u>

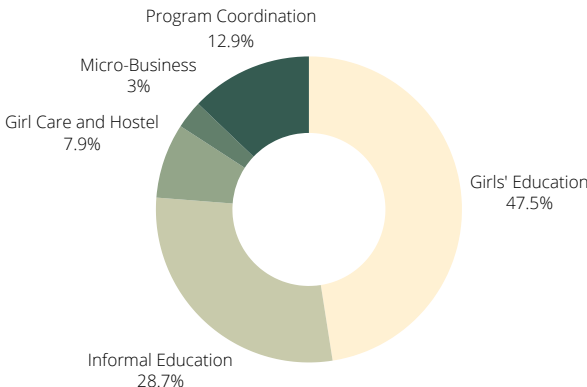
Statement of Financial Position

Assets	
Cash, investments and prepaid expenses	<u>\$ 150,166</u>
	<u>\$ 150,166</u>
Liabilities and Equity	
Accounts payable	\$ 3,899
Deferred contributions	<u>\$ 76,378</u>
	<u>\$ 80,227</u>
Net Assets	
Unrestricted and Reserve Fund	<u>\$ 69,889</u>
	<u>\$ 150,166</u>

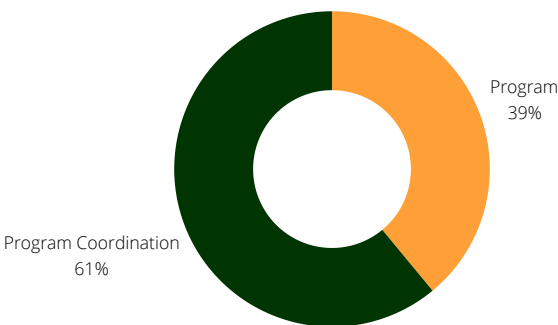
85%

of total expenditures
supports program activities in
Tanzania.

Grant to TEMBO (Tanzania)



Grant to Learning in Longido





**We couldn't have done it
without YOU!**

**Thank you to our donors
and volunteers for your
continued support.**

**Together, we are making a
difference in the lives of
women and girls in
Longido District, Tanzania.**

Tanzania Education and Micro-Business Opportunity

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