



'Educating for Equal
Opportunities'

2020-2021

ANNUAL REPORT

Letter from the President

The past year has been unprecedented for all of us and TEMBO is no exception. In May of 2020, there was so much uncertainty both in Tanzania and in Canada. Thanks to the commitment of the staff in Tanzania, the engagement of the TEMBO Canada Board and the dedication of our loyal supporters, we have navigated our way through the pandemic and we are strong!

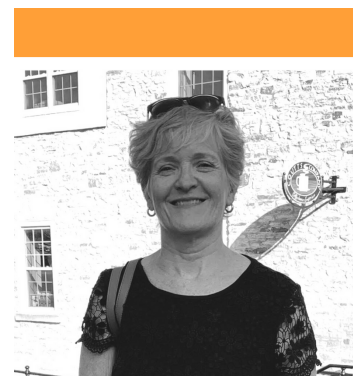
Our first priority in May 2020 was ensuring the safety of the girls, women and staff. When schools closed in Tanzania last spring, the TEMBO staff worked hard to distribute additional toiletries (soap, pads, etc.) to the girls to keep them safe, and learning materials to keep them motivated. Care packages were provided to families most in need with food supplies to get them through this difficult phase. As programs resumed in fall 2020, the staff moved cautiously forward with programs all the while ensuring the safety of women and girls.

In Canada, the Board of TEMBO Canada shifted quickly to a virtual environment to maintain our strong fundraising momentum. In May 2020, TEMBO launched 'Climb Kili', a virtual walk that caught the attention of more than 60 walkers including Anna, a senior, who walked 128,263 steps with her walker around her retirement home. Our Board and volunteers mastered the art of hosting webinars that allowed us to remain connected with our donors and supporters and host events such as the 'Power and Potential Speaker Series'. Sally Armstrong's opening words reinforced the notion that "the whole world requires equal status of women and girls," which reflects the work of TEMBO Canada.

On behalf of the TEMBO Canada Board, I would like to thank everyone who made 2020/21 a great success during a period of tremendous turmoil. The women and girls continue to thrive as a result of everyone's contributions.

Melissa Clark

President, TEMBO Canada



MELISSA CLARK, PRESIDENT

OUR FOCUS: FUNDRAISING

During a year of uncertainty, TEMBO Canada recognized the need to address the challenges of the global pandemic in rural communities in northern Tanzania. We needed to focus our efforts on providing health education and essential resources for women and girls. And we needed to adapt quickly. Here are some of the highlights of our fundraising activities in 2020-2021.



CLIMB KILI: 128,263 STEPS

Faced with the inability to hold in-person fundraising events, we launched 'Climb Kili', a virtual walk, in May 2020. The event was a tremendous success with more than 60 walkers participating including families, book clubs and individuals - all walking at a distance. Our thanks to those who shared stories and photos from their actual climb during the event, tales that motivated the walkers to keep on going. With over \$35,000 raised, it was TEMBO Canada's most successful fundraising event to date.



A VIRTUAL LUNCHEON

For more than 15 years, TEMBO Canada has hosted a fall fundraising luncheon but with Covid restrictions in place, we had to think outside the box. In October 2020, we hosted a virtual webinar with Michele Genest speaking about her time in Tanzania and her wonderful cooking experiences along the way. Our online fall auction was also very successful raising more than \$12,000 to support women and girls.



POWER AND POTENTIAL: WOMEN AT THE FOREFRONT

Continuing to fundraise in a virtual environment, TEMBO hosted 'Power and Potential: A Speaker Series' with Sally Armstrong discussing themes in her book, '*Power Shift*'; 'Eight on Eight' (in partnership with the Canadian Federation of University Women (CFUW)), a discussion about gender equality in honour of International Women's Day; and a riveting presentation by author and retired diplomat, Tim Martin, in conversation with CBC's Hannah Thibedeau.

TEMBO gratefully acknowledges the support of the following foundations and charities: Ptarmigan Foundation, Peterborough K.M. Hunter Foundation, Rotary Ottawa, Trinity Jubilee Foundation and ETFO (Elementary Teachers' Federation of Ontario).

We would also like to acknowledge the work of those involved in third-party-fundraising activities: the Sprott Student Impact Club (SSIC) and long-time volunteers, Sandra Hession and Stewart McKechnie.

OUR ANNUAL CAMPAIGN



In December 2020, TEMBO Canada launched 'Give Her a Chance', a campaign to raise funds to support secondary school education.

TEMBO's commitment to girls' education is at the heart of our mission. TEMBO's "Give Her a Chance" campaign highlighted the impact of this work in Longido District and the response was overwhelming. During December, TEMBO Canada raised over \$18,600 for secondary school education.



Secondary School

Sponsorship:

143 girls sponsored for secondary school including 42 girls who started Form 1 in January 2021 complete with a school trunk, mattress, uniform and books.

Four girls registered for advanced studies (Form 5) in secondary school in July 2020.

TEMBO (Tanzania)

TEMBO (formerly TEMBO Trust) is a registered non-profit organization in Longido, Tanzania. Founded in 2007, its purpose is to empower women and girls including sponsorship of girls for secondary school and vocational training.

This report was prepared by Paulina Sumayani, Executive Director, TEMBO.



Girls' Education

In June 2020, the TEMBO staff worked with four girls and their families as they prepared for advanced studies (Form 5 and 6) in secondary school.

In November 2020, the final Form 4 exams took place in Tanzania and 35 of our sponsored girls sat for their final exams. All the girls performed very well with 3 girls obtaining Division 1 (A), 7 girls with Division II (B), 6 girls with Division III (C) and 19 girls with Division IV (passing grade). Congrats to all of the girls!

In January 2021, 42 new girls received an opportunity to start secondary school complete with school uniform, trunk and toiletries. This brought the total number of girls sponsored to 143.

Micro-Business Program

Women are doing their best in the monthly repayments. The challenges they are facing with their business is brought by price fluctuation. Price of things like sugar, cooking oil, beans, wheat flour, etc. went really up. This results in buying few things and capital reduction; hence, slow business.

Our goat project is doing well, and we successfully sold 3 male goats this year and the money is deposited to the M-F account. The money will be used to expand the project and reach other women/new group of women as a way of continue to empower them economically.

Women's Outreach Program

TEMBO's Sara/Juma program is offered to women in three remote villages. While the program stopped for 3 months when schools closed, TEMBO continued to teach the women about handwashing and support them with supplies as a way of ensuring their safety.

TEMBO also arranged a seminar regarding food security for women in Kimokouwa and Ranch village. The seminar included two days of learning theoretically in the class and one day practical. The women learned through songs to help them remember because many of them did not go to school. Women enjoyed cooking and working in the kitchen, everyone wanted to try something!

Sara/Juma Program

The Sara/Juma program is also offered to primary and secondary students in Longido District. During 2020, the program expanded to include pupils at Namanga Primary School and Namanga Secondary School. The school teachers responded positively to the program starting at their schools, and they cooperated well with TEMBO staff during the planning process. They thanked TEMBO for involving them in these programs because it will help students learn various things regarding crosscutting issues and life skills in general. The teachers said they face challenges of truancy because they are near the border. Having these lessons will help students set goals and prepare their future.

PASS (Primary and Secondary SUCCESS)



At the end of primary school, adolescent girls as young as 13 face significant barriers as a result of traditional cultural practices and poverty. Many girls are forced into marriage or become pregnant and drop out of school. Girls who are able to proceed onto secondary school face yet another challenge as they transition from Swahili, the language of instruction in primary school to English, the language of instruction in secondary school. TEMBO's PASS program is designed to address these challenges.

TEMBO was able to coordinate PASS (Primary and Secondary Success) program in fall 2020. Given the challenges of COVID-19, the program only ran for 8 weeks and was limited to 29 girls from Longido and Kimokouwa to avoid contacts that may result into COVID transmission. Precautions and health requirements as provided by health authorities and governments officials were carefully observed. Our sponsors played a great role in supporting and ensuring the availability of masks and soaps for cleaning and protection purposes. TEMBO staff and the casual staff for PASS, teachers all together observed the rules provided by TEMBO, in running the program and remained safe.

PASS 2020

29 girls from 6 primary schools participated in an 8-week program.

PASS Program provides employment for local women as cooks and matrons.



REDUCING BARRIERS & CREATING SAFE SPACES



GIRL CARE PROGRAM

A safe place where a young girl won't be forced into early marriage and pregnancy. A place where girls can pursue their dreams.

Kujali kwa Wasichana is the Swahili term for Girl Care, a TEMBO program that was developed in response to a need in the community. The TEMBO Girls' Hostel provides a safe place for at-risk girls to stay in a nurturing environment while continuing their studies.

Girls in the program are there for a variety of reasons. Some of them have completed PASS and need a safe place to stay before they start secondary school. At this stage some are highly vulnerable to the cultural pressure of early marriage. Other girls in Girl Care are in secondary school but need a safe place to study during breaks. Others cannot return home because their families struggle to provide basic necessities. Then there are those girls who have finished Form 4 and are awaiting allocation to college. These young women may be at high risk of forced marriage if they return to their villages.

43 girls

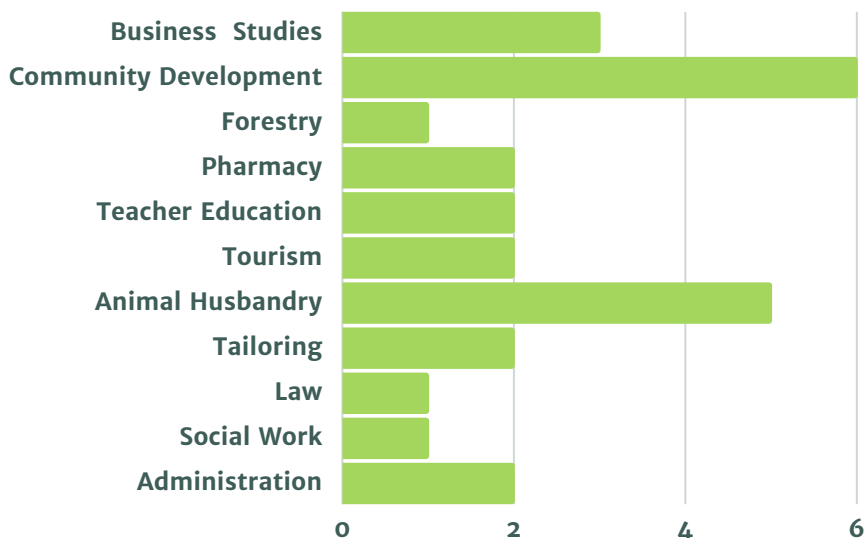
required a safe space to stay while continuing their secondary and vocational studies in 2020-2021.



VOCATIONAL TRAINING

Community Development, Tailoring, Accounting, Animal Husbandry: these are some of the many vocational programs that 27 TEMBO-sponsored girls were studying in 2020-2021. Most girls completed Form 4 before entering vocational college while some began their training before completing secondary school. All the girls want to have skills so that they can work and support their families.

What are the girls studying?



27

Number of girls attending vocational training programs in 2020-2021

PURSUING A DREAM

"The hostel is a safe place where I can pursue my dream of becoming a nurse."



Sara Supeet, age 18, from Kiserian Village completed her secondary schooling at Lekule Girls School. Her father has five wives and 35 children. As Sara waits for her college placement, she believes that she could be forced into marriage if she returns to her village. With the guidance of staff workers Paulina and Mary, she is learning how to respect people and how to solve conflict. Sara is developing confidence in how to say "NO" if her rights are being violated.

Learning in Longido (LIL)

Learning in Longido (LIL) is a registered non-profit organization in Tanzania that provides educational opportunities for all ages in the community of Longido. Learning in Longido oversees the operation of the Longido District Learning Centre, as well as outreach programs in four remote villages.

The following report was prepared by Leah Kisambu, Executive Director, LIL.



Primary School Program

LIL's programs for young children proceeded well and a total of 600 students visited the program.

LIL received a donation of 5,023 books from the Tanzanian National Library Association for primary students and the teachers stamped them all!

The children around Longido use the library after school and use the resources available in the library.

Secondary School Program

In October 2020, LIL coordinated a Pre-Form 1 program for 23 students for two months. This program is designed to help boys and girls with academic support as they move from primary to secondary school.

During the school breaks, the Learning Centre also provided an opportunity for secondary students to self study in April, June and December. A total of 82 students attended this program.

Women's Tailoring Program

Nineteen women in the first tailoring group worked hard to catch up after the program was suspended for almost 5 months and graduated in December 2020. It was very exciting for them to finish their training.

Each group of women (by village) were given sewing machines and fabric to start a small sewing business in their villages.



Computer Program

LIL welcomed a new teacher to the computer centre who was able to provide after school lessons for two intakes of primary school students (20 students each). He also conducted evening sessions for 6 adults. This year, 15 students who had completed Form 4 joined a computer program. And all 29 of the students in the Pre-Form 1 program participated in computer classes as part of their schedule.



PANDEMIC SUPPORT

During 2020-2021 and a global pandemic, TEMBO Canada worked closely with our partner organizations in Tanzania to address the needs of the community including the provision of essential materials to keep the women and girls and their respective families safe.



PROVIDING ESSENTIAL MATERIALS

As the pandemic spread globally, Tanzanian schools were closed indefinitely and the 143 TEMBO sponsored girls were sent home where they faced serious challenges: hunger, risk of pregnancy and early marriage and uncertainty about when their studies would continue. Many girls had no resources at home including no toiletries for personal hygiene, and no resources for learning such as textbooks and stationery.

TEMBO provided learning materials and additional toiletries for all girls, and food packages for those most in need.



STAYING HEALTHY, STAYING CONNECTED

In May, the outreach programs coordinated by TEMBO (Tanzania) and Learning in Longido came to a stand still. While the staff could not hold literacy classes, they were able to connect with the women to provide essential supplies and education about how to keep themselves and their families safe during the pandemic.



SAFETY PROTOCOLS IN PLACE

As the staff returned to the office and resumed programs, they reviewed and implemented new health and safety protocols in cooperation with local authorities. New washstands were acquired for all buildings including the Girls' Hostel and the Longido District Learning Centre and measures were taken to maintain physical distancing.

TEMBO Canada gratefully acknowledges the dedication of the staff in Tanzania as they coordinated the distribution of materials, a challenge for those living in more remote villages, while also implementing and adhering to local health guidelines.

FINANCIAL REPORT

The summary financial statements are derived from the financial statements for TEMBO for the year ended April 30, 2021, 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, 2021

REVENUE

Donations	\$ 148,253
Events	\$ 52,186
Interest	\$ 429

TOTAL REVENUE \$ 200,868

EXPENDITURES

Grant to TEMBO Trust	\$106,154
Grant to Learning in Longido	\$ 36,136
Tz Education Benefit	\$ 3,736
Fundraising/ Admin Canada	\$ 14,098

TOTAL EXPENDITURES \$ 158,779

NET REVENUE FOR THE YEAR \$ 42,089

Statement of Financial Position

Assets

Cash, investments and prepaid expenses	\$ 156,790
	\$ 156,790

Liabilities and Equity

Accounts payable	\$ 2,899
Deferred contributions	\$ 43,510
	\$ 46,409

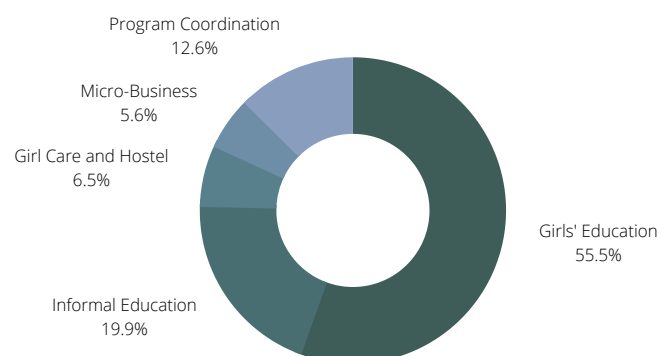
Net Assets

Unrestricted and Reserve Fund	\$ 110,381
	\$ 156,790

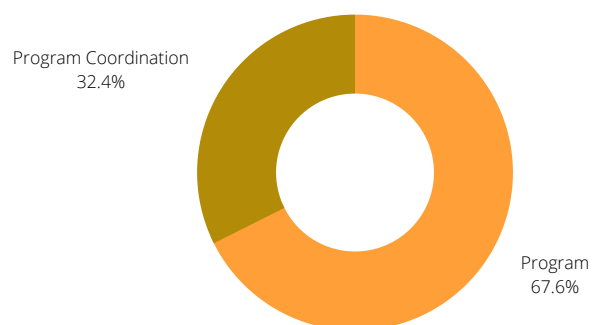
91%

of total expenditures
supports program activities in
Tanzania.

Grant to TEMBO (Tanzania)



Grant to Learning in Longido





“On behalf of TEMBO Board and Staff, I would like to express our sincere thanks to TEMBO Canada and all our donors for supporting our women and girls in the community. Also during the difficult time with the challenges brought by COVID-19, you did not leave us alone, your support of soap, food and toiletries to girls and women, raised their spirit, confidence and hope during that difficult time. Thank you again and again, and we hope that one day all of these challenges will come to an end.”

Paulina Sumayani, Executive Director,
TEMBO

We thank you for your continued support of
women and girls in Longido District,
Tanzania.

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