

Annual Report 2017

UZIKWASA



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Letter from the Executive Director

Dear colleagues and friends,

2017 was a very special year, both for me personally and for the organization. It has been a year of harvesting the fruits of a successful social change program and a year of transitioning.

In July 2004 UZIKWASA opened its first office in Pangani with only three people, who more or less volunteered their time. Today we look at a strong team of 30 staff including six journalists who run Pangani FM radio station. A highly stable team most of who grew up in the organization were part of the steep climb that UZIKWASA dared to undertake.

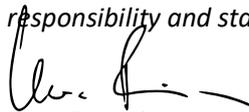
After nearly 13 fulfilling years of serving UZIKWASA as the Executive Director I am extremely grateful to hand over to the Deputy Director, my dear colleague Novatus Urassa who will lead the organisation from January 2018.

This transition is the result of a conscious process of organisational learning and growth. It also involved a number of other team members who stepped up to senior and managerial positions.

As a team we always felt that we had to “go deep” to understand ourselves and the community around us, to become effective facilitators of change. We also realized that there are no shortcuts to success and there was no room for “tick and go.” The goal has always been our journey asking of us to learn, unlearn and re-learn. It is this ethos of continuous learning and reflection that guided our work and led to the success of a holistic social change program in Pangani District.

It has been a great honour to serve the organisation from its infancy to maturity. It is now the time for UZIKWASA’s young and committed team to continue the journey as they facilitate grassroots communities to take charge of their own development through practicing gender justice, committed leadership and effective collaboration with partners.

I would like to express my sincere gratitude to our staff, the board and members, all friends, partners and stakeholders who accompanied us on the journey for their encouragement and support. Most importantly I give thanks to Pangani communities and their leaders for proving their faith in UZIKWASA and for being ready to take risks through accepting their responsibility and start taking practical steps of change.



*Vera Pieroth
Executive Director*

Introduction

UZIKWASA has been running a holistic social change program that promotes gender justice and gender responsive leadership and that empowers communities through multimedia communication on sociocultural norms and practices.

Program focus has been on gender justice and on facilitating a strong response to gender violence and violence against children. Themes included early and forced marriage, gender equitable parenting, sexual violence and rape, and violence against children. Since 2017, a stronger focus on intimate partner violence (IPV) was incorporated into the on going GBV work and the intervention package was strengthened through directly targeting Pangani couples, enhanced message dissemination, and improved structural response to IPV and other forms of violence.

Highlights of the Year

Evidence for social change in Pangani

1. A longitudinal study using community conversations to follow trends in attitudes and behaviour over a period of five years was completed, The community **diary research report**¹ provided evidence for change from the analysis of over 1000 community diaries collected between 2010 and 2015 in the areas of a. Sexual abuse and early pregnancy; b. Early forced marriage, c. Support for education and gender equitable parenting; and d. Sexual and gender-based violence.
2. A milestone for UZIKWASA was the completion of our **UZIKWASA Theory of Change**² a comprehensive analysis of how change processes that were facilitated by UZIKWASA eventually led to individual and structural transformation and how this change is being maintained.
3. Our comprehensive Monitoring system provided additional information about **change among leaders and communities**. By September 2017, one year before the end of the current grant period of the on going gender and leadership program all nine program indicators were achieved. Four indicators were fully achieved and five beyond the set target.
 - Leadership have actively responded to gender violence and child abuse through maintaining a safe environment for girls' education, strong collaboration with local institutions, key stakeholders and community members. New leadership behaviour resulted in structural change and institutional support to GBV victims and community increasingly trust their leaders
 - Communities speak out and in collaboration with the education sector they have take action through supporting a safe school based reporting system for incidences of violence and child abuse, and through contributing to school feeding initiatives and study camps. Youth

¹ As we speak...Community conversations as Evidence of Social Change in Pangani, Innovative Research for Tracking Behavior Change in Action, UZIKWASA 2017. ISBN 978-9987-9732-4-9

² A Theory of Change for Intimate Partner Violence, UZIKWASA 2017, ISBN: 978-9987-9732-6-2

engagement in village development has helped to push GBV cases to the authorities and community were eager to speak out their concerns and challenge authorities through participation in Pangani FM radio programs. Community members also strongly supported women leaders who formed support groups to mentor more women and build their confidence to follow up on gender violence and violation of gender rights in their villages.

4. In March 2017, the organization received a **Certificate of Appreciation** by the Pangani District Executive Director in recognition of contributions made to the education sector in Pangani. This is the second government recognition since 2014 when we received a certificate from the President of Tanzania in recognition of contributions made to the development of Pangani District.
5. Pangani FM journalist Maajabu Ally won second in 2017 **Excellence in Journalism Award Tanzania (EJAT)** in the category Gender and Youth. She was among 545 contesters from all over Tanzania. This is the third year that Pangani FM participated and won.
6. In August 2017 **TADIO** (Tanzania Development Information Organisation) was a new media network was officially launched with the support of UNESCO Tanzania. UZIKWASA/Pangani FM is represented at the TADIO board after making significant contributions to the initial stages of the network establishment.

Our Program in 2017

Developing Gender Responsive Leadership

1. Violence Against Women and Girls (VAWG) Training and Village Plan Review

The purpose of this training to village leaders is to ensure that village action plans always reflect critical social issues that have been prioritized by the community. Since 2009 Pangani village plans have addressed HIV/AIDS, gender and leadership issues, Violence against Women and Girls and Intimate Partner Violence (IPV). The training works with reflective tools including power orientation tool, listening exercise, group discussions, role plays and theatre performance. Through the training leaders are enabled to experience the effects of VAWG and IPV and the pain they had been causing to their partners. Their realizations helps them to work more effectively with gender issues in their village.

During a VAWG Training, one leader in Ubangaa village shared with the group:

“In order to end violence, first it should start with individual internalizing gender challenges to our hearts and letting every individual stay on the side of victims to see how difficult it is. So, my fellow leaders, let us not be selfish and biased in responding to violence incidences. Let us remember we participated in a training that taught us to listen at three levels. Let us all practice the tools.”

At the end of a VAWG Training, village leaders incorporate gender directly into their village action plans, after the village community has had the opportunity to provide comments and suggestions during a public theatre performance that summarises the issues identified in the training.

Eleven (11) villages participated in the training resulting in updated village plans with relevant responses to IPV. The cumulative number of 24 villages was reached by December 2017 with a total participants of (360 M and 299 F).

2. Reflective Leadership Training and Coaching

In 2017 the team facilitated 11 village leadership coalition groups. By the end of September all 33 village leadership coalitions with 1035 leaders (482 women and 553 men) had participated in this intensive four-day reflective leadership workshop. They were enabled to consciously work with power and to understand power dimensions in gender relations. These leaders have increased their awareness about poor leadership practices through a set of reflective tools that explore early gender socialization and 'shadow surfacing' to bring to the fore oppressive gender norms. They have learned to be better listeners, work with the contribution of others and act on gender rights violations including abuse and violence. Each participant leaves the workshop with an individual change objective s/he has committed to work with. Some time after the workshop, the leadership groups participate in an intensive coaching exercise through which they are supported in their efforts to change their leadership style and behaviour. A participant from M. told us that the training focus on the use of power has changed his family life:

"I used to have quarrels with my family. Now, I found the solution to our problems: Listen at three levels. It is very important for avoiding problems in the family and at the community level."

A male village leader in B. told us:

"I have realized that even for myself, I have seriously contributed to violence subconsciously, especially against women, but through this training I have learned that I need to build a new generation starting with my own family."

One Village Executive Officer told us the following during Leadership Coaching in M:

"The four-day training at Mkoma was very beneficial to me as the Village Executive Officer. One of my individual development question was on how I could resolve conflicts within the village. When I arrived at my office, I started dealing with a land conflict between the village and a secondary school. I mobilized community members and other stakeholders and we came to a solution. Before the training, I was struggling with this conflict but in vain. By applying tools acquired through reflective leadership training, such as listening and power tool, it has sharpened my leadership style."

The total number of leaders who were coached in 2017 was 665 (329 men and 336 women from 23 villages).

3. Minnadada Camps

This is a powerful four-day event to facilitate the integration of school- and village-level strategies for promoting gender justice. The event starts with a participatory session with school children to learn about the abuse and violence challenges they face first-hand. In a reflective workshop our team facilitates school committees, parents, religious and village leaders and education and legal stakeholders to work with these issues. Schools are also running a system for school children to safely report abuse

and violence in and out of school and at home (Safe System). Seeing the challenges in the community through the eyes of children is a powerful catalyst for stakeholders, from parents to head teachers to village council members, to reflect deeply on their personal role in finding solutions to VAWG and IPV. Participants of the Minna Dada Camp trainings experienced strong realisations. Male participants frequently shared that they realised they are not only committing violence against their children but also against their female partners. The Head teacher of Primary School in S. village had this to say:

“I was not aware that I was actually practicing IPV and how harmful this can be for our children. When you (facilitator) asked who among us has ever raped someone I kept quite because I did not know that if I force my wife to have sex or if she does it without really wanting to, this is considered rape. I am going to ask my wife to forgive me and will not do it again.”

Before the introduction of the Safe System at the end of 2016, no single case of violence or abuse was reported neither to school committee nor to law enforcers. Between January and December a total of 78 cases were reported through the system. An increased number of reported violence cases by school children indicate awareness and understanding of violence and abuse incidences in the community and proves the success of the Safe system. Children’s confidence to report violence cases to their Matrons and Patrons bring cases to the attention of the School committees and village leadership. This has helped UZIKWASA and other stakeholders understand the nature of violence and the magnitude of the problem around child abuse. It also demonstrated the impact of intimate partner violence on children’s wellbeing. Data on gender violence and child abuse reported to the police gender desk³ showed that the average age of perpetrators of sexual violence and abuse is 29 years while that of victims is only 13 years. The striking age difference has mobilized different actors to join hands in support of the safe reporting system for children and push for solutions. For example, young people of Tungamaa village publicly challenged the District Commissioner who is the chairperson of the District Taskforce against Gender Based Violence (GBV) and Violence against children (VAC) about the poor Taskforce response to reported violence cases.

“We have heard that there is a District Task Force. We expected it to push and facilitate action against perpetrators of violence, but we are not seeing this happening. What is wrong?” (Male Youth, Tungamaa village)

Youth initiatives continued to push GBV cases at the community level to higher level authorities and made sure that feedback to the community about the progress of the cases is provided by those authorities.

During Minna Dada Camps the wider community is engaged in a forum theatre show on village specific GBV issues. At night they participate in a village cinema show with one of UZIKWASA’s full feature movies⁴ and current campaign video spots.

Through theatre shows, school children presented common forms of child abuse and VAC as well as domestic violence and IPV. School management committees increasingly realised the connection between IPV and VAC and the negative effects of IPV on children’s wellbeing. Some school management

³ Mid year data from January to June 2017

⁴ AISHA, *Chukua Pipi* (Sweet deceit) and *Fimbo ya Baba* (Father’s stick)

committees put in place special meetings with parents to discuss how IPV and VAC are interlinked and what measures are needed respond to the problem. For example, in collaboration with the village leadership coalitions, school management committees established a taskforce and regular meetings with village government and community for collective follow up on GBV, VAC and IPV cases in their village.

We have observed that community members and stakeholders who have participated in more than one reflective training behaved much differently in the Minna Dada workshops. They were usually more open to go with the workshop flow, humbler, and less resistant when it came to working with their change questions compared to first time participants. Such participants, instead of starting a new reflection process, further their transformation and open up to new learning experiences. They are an important asset for the trainings as they help the workshop process and support other participants in their realisation.

Eleven (11) Minna Dada camps were conducted in 2017 bringing the number of people reached with this intervention to 5899: 257 women, 326 men, 154 school children and a mixed audience of 5162 who attended village cinema shows and forum theatre performances.

4. Mentorship for Women Leaders

Twelve female leaders who were facilitated in 2016 to reach out and inspire women in their neighbourhood to become leaders who pursue a gender sensitive development agenda. Their support included confidence building, raising awareness about gender rights violation and follow up on gender violence cases. They also mobilised women to strive for economic empowerment through initiating projects to generate income. By 2017 the twelve 'role model' women had reached out to 154 women across the district who formed networks and hold regular meetings. The new women activist groups pursued violence cases and defended other women who have been subjected to violations of their rights. As they continue volunteering in support of their protégées, the 12 women have become well known and highly respected leaders across the District.

5. Annual Village Leadership Competitions

Through organized knowledge exchange visits between villages throughout the year village leaders learn about good leadership practice and how others respond to challenges in the implementation of their respective village gender action plan. This has been a strong motivation for communities and their leaders to follow the good example and take action against gender violence in their village. Whereas the early annual leadership competition ceremonies in 2011 awarded only three top performing villages, in 2017, the performance of 15 villages leadership groups was excellent and 10 performed well according to set performance criteria. Data of village profiles shows that the villages which participated in multiple UZIKWASA activities and trainings are the ones who performed best.

Leadership interventions have brought about strong collaboration among leaders at multiple levels, key stakeholders and community members. However, there is still a considerable performance gap between district and community leaders. Village leaders and their communities are yet to receive sufficient support from District leadership to avoid frustrations of their efforts in responding to gender violence in their villages. Strengthening District leaders of key sectors such as education, health, police, court,

community development and social welfare including top level leaders of the local and central government has become a priority of UZIKWASA's current work and years to come.

Multimedia Communication

UZIKWASA's own radio station Pangani FM represents an important platform for communities to engage in a dialogue about pressing gender issues. This is done through interactive radio programs where communities actively participate through SMS and call-ins. Campaign theme messages are mainstreamed into the over 30 radio programs. Four programs are dedicated to specific themes and target audiences: Sauti ya Mwanamke (Woman's Voice), Uongozi wa Mguso (Leadership that touches), Leaders' Talk and Youth Talk. *TAMAPENDO*, a new 20-episode radio soap opera about oppressive gender norms, forced marriage and intimate partner violence was produced and broadcasted by Pangani FM in 2017. Pangani FM's weekly complaint (Kero) program works with the District Complaints Officer who receives complaints through radio call-ins and takes them into the relevant district office to be worked on. Feedback on progress is provided to the community through the Kero Program. Four audio spots on IPV were produced and broadcasted in 2017.

Forum Theatre and village cinema shown during the Minna Dada Camps also involve the village community in a dialogue about gender rights violation, GBV, child abuse and gender related issues that are specific for the respective village. Attendance of village theatre shows were 2404 whereas 2758 people attended village cinema shows in 2017. Pangani FM live broadcasts village events to the rest of the district. In addition, four TV spots on Intimate Partner Violence were produced and they were, alongside the UZIKWASA film AISHA, broadcasted by AZAM TV to seven countries in Africa.

Table 1. below summarizes the number of people directly reached by interventions in 2017. In addition community actively contributed to Pangani FM dedicated programs which received 1565 calls and 1863 SMS during the year.

Table 1:

Intervention	Adults		School children		Total	Village Cinema	Theatre for development
	Male	Female	Boys	Girls			
Minna Dada Camps	326	257	77	77	737	2758	2404
Reflective Leadership trainings	541	466			1007		
VAWG training	360	299			659		
Leadership Coaching	329	339			668		
Total	1556	1361	77	77	3071	2758	2404
Grand total					8233		

Monitoring, Evaluation Research and Learning (MERL)

UZIKWASA has a comprehensive system for data collection and processing for our own organization learning and for donor reporting. During the first five months of 2017 we further improved our monitoring system through the systematic development of reporting formats for every single field activity. The formats have been designed to better capture new learning, testimonies and change stories and other data that are specific to the respective field activity. Other M&E tools were reviewed to enable improved monitoring of specific program aspects such as Intimate Partner Violence (IPV). For the first time, a semi annual program report was written collectively by all program staff after a joint exercise of coding field reports, discussing and documenting of key learning and pulling all the information together for a comprehensive report. Coding was done in response to the program's behavioural indicators to ensure that information is captured in a most relevant way.

The following are the backbone UZIKWASA MERL system: 1. Activity Reports from each intervention component, 2. Master Data Tracking Tool, a tracking sheet of summary data for each of UZIKWASA's major interventions. 3. Radio Data documenting SMS and call-ins from listeners of Pangani FM's participatory programming. 4. Violence Data from the Safe Systems (collected through school committees and Patrons/Matrons), violence data collected through quarterly monitoring from village leadership coalitions, and Police/Court data for Pangani District. 5. Case Study Documentations which provide a record of events in the community that happen in response to program themes and 6. weekly learning and reflection meetings for the program team to report and discuss about on going activities. These meetings guide us to see new developments at an early stage including stuck situations that may require us to review our indicators for relevance and feasibility. Guiding questions are: What happened? (reflection and meaning making), are there new trends and developments? Do we have to change our practice and how? Similar meetings are held with our local partners such as district authorities and local CSOs. This process has been very energizing to the team as it deepens understanding and enriches our learning with local partners.

The Community Diary Study This study addresses shortcomings of standard monitoring and evaluation systems through an innovative community-based qualitative tool of conversational journals that are completed on a regular basis by community members to capture the subtleties of impact which may not be captured otherwise. UZIKWASA trained 10 (five male and five female) community volunteers from five selected villages to record community conversations which are related to communication themes. These themes were translated into campaign objectives with behavioural outputs and indicators against which progress was measured. The indicators formed the basis for the framework analysis of the diary study data. Since 2010, community diaries have been collected at two-month intervals (rounds) for coding and analysis. A longitudinal dataset has been created using NVIVO Software for qualitative data analysis. 2017 saw the completion the Diary Study which collected over a thousand diary entries, conversations recorded by members of Pangani communities themselves. The results paint a complex portrait of the dynamic social fabric underlying the challenges UZIKWASA seeks to address, and validates the organization's work by showing strong evidence of positive change.

Qualitative Evaluation of Changes in Attitudes and Norms

This study was carried out to understand how UZIKWASA's integrated intervention package impacts on VAWG, particularly IPV in Pangani communities. Methods included focus group discussions (FGDs) with women, men, girls and boys in four villages in Pangani and in-depth interviews (IDIs) with individuals who have participated in UZIKWASA activities. One purpose of this work was to contribute to developing a theory of change that can be shared with partners. A paper on the results of the IPV study and the diary study will be published in early 2018.

Theory of Change

The process of surfacing our Theory of change has been highly participatory and involved the entire program and radio team. It was developed in an intense process of team reflection, literature reviews and own research on GBV and IPV in Pangani communities.

Assessing the impact of radio messaging through Pangani FM

A research collaboration between Innovation for Poverty Action (IPA), Columbia University, New York and UZIKWASA was agreed upon in an Memorandum of Understanding signed in October 2017. The study is designed to understand the extent of the impact of radio messaging through Pangani FM programs in new villages that have not been reached by Pangani FM before and will be reached after increasing transmitter power. Villages which will never be reached will serve as a control group.

Learning and sharing with partners- the Pangani Learning site

Sharing of our reflective leadership approaches with NGOs and government partners has been an encouraging experience for UZIKWASA. After two team members participated in the annual Bread for the World partner workshop in February, partner organisations expressed keen interest to share more.

A total of 12 partner organizations joined UZIKWASA in various learning events in Pangani. Seven organizations participated in a two day practical learning program with the UZIKWASA team. Some also participated in reflective leadership workshops. Most of them came to experience reflective and transformative approaches and see about how they can potentially be used in their own programs.

Our team visited three institutions and assisted two of them through facilitation of reflective leadership workshops. Upon request of the Pangani District Commissioner UZIKWASA facilitated Pangani youth on leadership issues and potential areas for youth development in a six day mobilization event. The Pangani PCCB (Prevention and Combating Corruption Bureau) requested us to facilitate a one day workshop with key district stakeholders to surface corruptive practices related to gender violence. During the year UZIKWASA had the privilege to engage with the following organizations for mutual learning and sharing:

- Anglican Church from Diocese, Morogoro
- Evangelical Lutheran Church, Tanzania, Meru Diocese
- Action for Justice in Society – AJISO
- COUNSENUTH, Dar es Salaam
- District Council Members from Tunduru and Songea
- SMECAO, Same
- PANITHA, Dar es Salaam
- Media Council Tanzania
- Tanga Press club

Visitors' Impressions – A snapshot

- *What we learned in the meeting, we found on the ground. It was confirmed by community members themselves.*
- *I was touched about how well prepared the visit was. And when we went to the village we found the same as in the UZIKWASA office.*
- *Your tools really work: touching people for change in attitude: this is sustainable.*
- *Most impressive: listening tools and use of power tool.*
- *Mguso! Leadership starts at home. It does not make sense to go to church if at home there is no peace.*
- *We need to go very deep. I learned that I have to create depth.*
- *I came here to learn about HIV, but it is all about Uongozi wa Mguso*
- *We came here with three things we wanted to learn about. We left with so much more!*
- *Very good team spirit and unity among UZIKWASA staff. They respect each other and everybody is equally informed about the program and takes full responsibility for the work.*
- *One does not know who is who in UZIKWASA. There is no "Ubaguzi"*
- *I feel that I have already become "Mwana UZIKWASA".*
- *I would like to get more skills so that I can facilitate change in my own community.*
- *We need more of this, so do higher level government leaders.*
- *Pangani people, you are so blessed!*
- *We shall be back!*

Team Learning, Skills Building, and Organisational Development

- In August, UZIKWASA senior facilitators conducted a workshop with radio staff and radio volunteers to strengthen their facilitation skills and further improve the quality of Pangani FM's interactive programs.
- A team building workshop facilitated by EASUN with the purpose of strengthening internal communication and relationships building succeeded in strengthening bonds among the team and created new determination to live up to our purpose and be role models for what the organisation stands for.
- The radio program coordinator Mariam Ally and community outreach coordinator Philbert Mashingia graduated as certified Facilitators of Organisational Learning and Development (FOLD) at EASUN in August 2017. This brings the number of certified facilitators in UZIKWASA to 11 team members.
- A three days reflective workshop held in October to the board and management team focused particularly on exploring the role of a "learning board" in support of UZIKWASA's identity and growth as a "learning organisation".

The team also participated in several other workshops, meetings and conferences on gender violence and violence against children:

- The 2017 **Sexual Violence Research Initiative Forum (SVRI)** in Rio de Janeiro, Brazil in September.
- **EASUN Partner Workshop** to share experiences, successes and challenges and to jointly examine the impact of the approaches applied by partners.
- **Learning Convening Harnessing Evidence, Learning and Partnerships to end Violence against Children in East Africa** in Dar es Salaam. A regional meeting organised by Impact and Innovation

Development Centre (IIDC) Uganda and co-hosted by HakiElimu-Tanzania. It brought together leaders, practitioners, government and civil society experts working to Reduce Violence against Children (RVAC) in Kenya, Tanzania and Uganda.

Pangarithi Heritage Centre Pangani

In 2017 the centre continued to be a popular destination, particularly for young visitors from Pangani who wished to learn about Pangani's History and Heritage. The number of visitors was 1975 with the vast majority of 91% being local residents. Almost 59% were young people and children who often came with their teachers to look at the panel exhibition and asks questions.

Holding on and Letting Go was the title of a workshop facilitated by the UZIKWASA team in March 2017 to explore cultural diversity and foster unity among Pangani ethnic groups. More than twenty ethnic groups participated and contributed to the enormous cultural wealth that Pangani has to offer. A key question for UZIKWASA was: Are reflective approaches able to work with groups of different cultural backgrounds to reflect about their respective traditions. What was it that they need to hold on to in order to preserve their cultural identity and do they feel that there are cultural norms and practices that they prefer to let go. The process has been quite challenging and on day one participants were not ready to disclose much about their cultural beliefs, practices and rites. Scepticism and even hostility towards other tribes dominated. It became clear that even if they may live in the same village, people of different ethnicity often do not trust each other and many do not wish their children to marry into a particular tribe.

Reflective learning is a powerful way of going deep and assisting people to reflect and surface their own issues, attitudes and behaviours and what this does to others. The listening exercise was really an ice breaker for our groups and the breakthrough came on day two when participants opened up to surface the pain some of their own cultural practices has caused them. The icing on the cake was when participants concluded the learning and expressed their AHA, their "KUMBE." By the end of day participants were able to reach out to each other, see similarities and agreed about potentially harmful practices that particularly related to women's roles in their community. These included oppressive cultural practices that are grounded in male dominance, humiliation of and violence against women. What touched most was at the end when participants expressed their intention to carry this new feeling of unity and solidarity back to their villages. For UZIKWASA it has been a fascinating experience to see people overcome prejudice, listen to and learn from each other and be able to surface their own shadows. We feel honoured by the words of one participant who said this:

" UZIKWASA has reminded us of Mwalimu Nyerere, the father of our Nation. It was him, who united all tribes in this country. Back then, we intermarried and this was not a problem and we did not fight each other. This has brought us peace. "

Trust the Process !

UZIKWASA – Who we are

Board

- William Mwengee, Medical Doctor, Public Health Specialist, WHO Tanzania, Chairperson
- Mary Materu, Nutrition, Health and Development Expert, Vice Chairperson
- Nyantito Machota, Community Economic Development Expert, Grant Manager Deloitte Consulting Limited, Facilitator of Organisational Learning and Development (FOLD), Treasurer
- Frowin Nyoni, Fine and Performing Art and Communication Expert, University Dodoma, Member
- Zainab Mmary, Gender and Organizational Development expert, Facilitator of Organisational Learning and Development (FOLD), Member
- Klint Nyamuryekunge, Medical Doctor, Public Health Specialist, Member
- Richard Shilamba, Legal expert, Human Rights, CHESO Tanzania, Member

Management

- Vera Pieroth, Public Health Professional, Development practitioner, Executive Director
- Novatus Urassa, Community Economic Development Expert, Facilitator of Organisational Learning and Development (FOLD), Deputy Director
- Joseph P. Mushi, Monitoring & Evaluation and Community Development, Facilitator of Organisational Learning and Development (FOLD), Communications Manager,
- Flora Byontamanyire, Facilitator of Organisational Learning and Development (FOLD), Finance Manager,
- Rehema Kilapilo, Facilitator of Organisational Learning and Development (FOLD), Administrator, HR Manager,

Finance

- Theopista Byekwaso, Accountant
- Sayuna Makassy, Cashier

Program

- Salvatha Kalanga, Community development, Facilitator of Organisational Learning and Development(FOLD), Gender and Leadership Coordinator,
- Nickson Lutenda, Community development, Facilitator of Organisational Learning and Development (FOLD), Community Outreach Coordinator,
- Philbert Mashingia, Facilitator of Organisational Learning and Development (FOLD), Community Outreach Coordinator,
- Maimuna Msangi, Facilitator of Organisational Learning and Development (FOLD), Radio Station Manager,
- Mohammed Hammie, Radio Editor, Public Relations Manager,

- Mariam Ally, Facilitator of Organisational Learning and Development (FOLD), Radio Program Coordinator,
- Kennedy Mashema, Monitoring, Evaluation, Research and Learning, MERL Officer
- Maajabu Ally, Radio Presenter
- Hamisi Makungu, Radio Presenter
- Catherine Sekibaha, Radio Presenter
- Saa Zumo, Radio Presenter
- Abdilhalim Shukrani Abdallah, Radio producer

Information Technology

- Matthew Mwita, Information Technology Manager
- Augustino Mtenga, ICT and M&E Data Management Assistant

Pangarithi Heritage Centre

Ismail Mwishashi, Community Development, Journalism, Centre Supervisor

Transport

George Mchopa, Ibrahim Mollel, Shainel Temu,

Security

Edwin Daudi, Rajabu A. Salehe, Rajabu Sengomba, Joseph Lendowe,

House keeping

Rhoida Peter, Ramadhani Juma, Mwanamkuu Hamisi,

Financial Summary

Consolidated Receipts and Payments for the period ended 31st December 2017

	Notes	2017	2016
Receipts		TZS	TZS
<u>Grant Income</u>			
BfdW		718,356,523	318,857,293
Oxfam		-	50,165,768
WPF		195,159,190	164,599,758
AS Foundation		213,598,775	193,892,246
	7.3	1,127,114,488	727,515,065
Others	7.4	118,206,957	38,175,008
Total Receipts during the year		1,245,321,445	765,690,073
Expenditure			
Personnel cost		391,789,763	326,636,356
Program Costs		388,811,189	332,554,406
Running Cost		174,345,063	207,441,380
Capital costs		60,646,295	17,299,400
Learning Site		169,500	6,779,450
Organizational Development		26,958,045	22,403,024
Exchange Loss		<u>13,379,028</u>	<u>18,099,097</u>
Total Expenditure	7.5	1,056,098,883	931,213,113
Surplus/(Deficit) for the year		189,222,562	(165,523,040)

Consolidated Statement of Financial Position as at 31st December 2017

		2017	2016
		TZS	TZS
	Notes		
Assets			
Current Assets			
Cash and bank balance	7.6	1,476,176,016	1,288,851,918
Accounts receivable	7.7	<u>16,229,110</u>	<u>13,305,916</u>
		1,492,405,126	1,302,157,834
Total Assets		<u>1,492,405,126</u>	<u>1,302,157,834</u>
Equity and Liabilities			
Equity			
Opening balance		1,283,143,712	1,448,666,752
Surplus/(Deficit) for the year		<u>189,222,562</u>	<u>(165,523,040)</u>
	7.8	1,472,366,274	1,283,143,712
Current liabilities			
Accounts payable/Project liabilities	7.9	20,038,852	19,014,122
Total Liabilities		<u>1,492,405,126</u>	<u>1,302,157,834</u>

Chairperson

Executive Director