

ANNUAL
REPORT
2019

This year we want to thank Godwin for introducing our annual report and sending out his message to everyone supporting TATU near, and far. We are so proud to count him in our team for the past 6 years!

My name is Godwin Urio, A Tanzanian and I work with TATU Project. I started working with TATU Project in 2014 as a project coordinator for a program called Investment for change. (I4C). I am currently a project manager for Water, Environment, and also responsible for Village relations (contact with authorities).

When I started working with TATU Project I first decided to work for a while, before I focus on the other things in the belief that TATU Project is a small organization that still needs time to grow and do great things. I didn't think we as workers should be responsible for making TATU Project great and doing great things. As I write today TATU Project is still a small organization doing incredibly-amazing projects and am happy that I am still part of the TATU Project team.

The first day of visiting in the Msitu wa Tembo village in northern Tanzania where TATU Project is focused was the day I decided I will work hard and stay longer at TATU Project as I found a new family that is the community we serve. Msitu wa Tembo is a society that thinks positively and is a society that has never considered that they have problems but challenges.

After meeting with the directors of TATU Project on different occasions and taking the time to analyze the vision of TATU Project towards the community and later working with the passionate and collaborative team of TATU Project, it was then that I realized my relationship with TATU Project will be infinite.

The relationship between TATU Project and the Msitu wa Tembo community is one of the strongest community-organization relationships since all Projects administered by TATU Project within the community are powerful and true projects for true physical and psychological development.

Unlike many organizations in Tanzania, TATU Project has been working with Msitu wa Tembo community as a one-family engaged in solving challenges in a collaborative fashion and building strong community relations with the village leadership. We are one world one family.

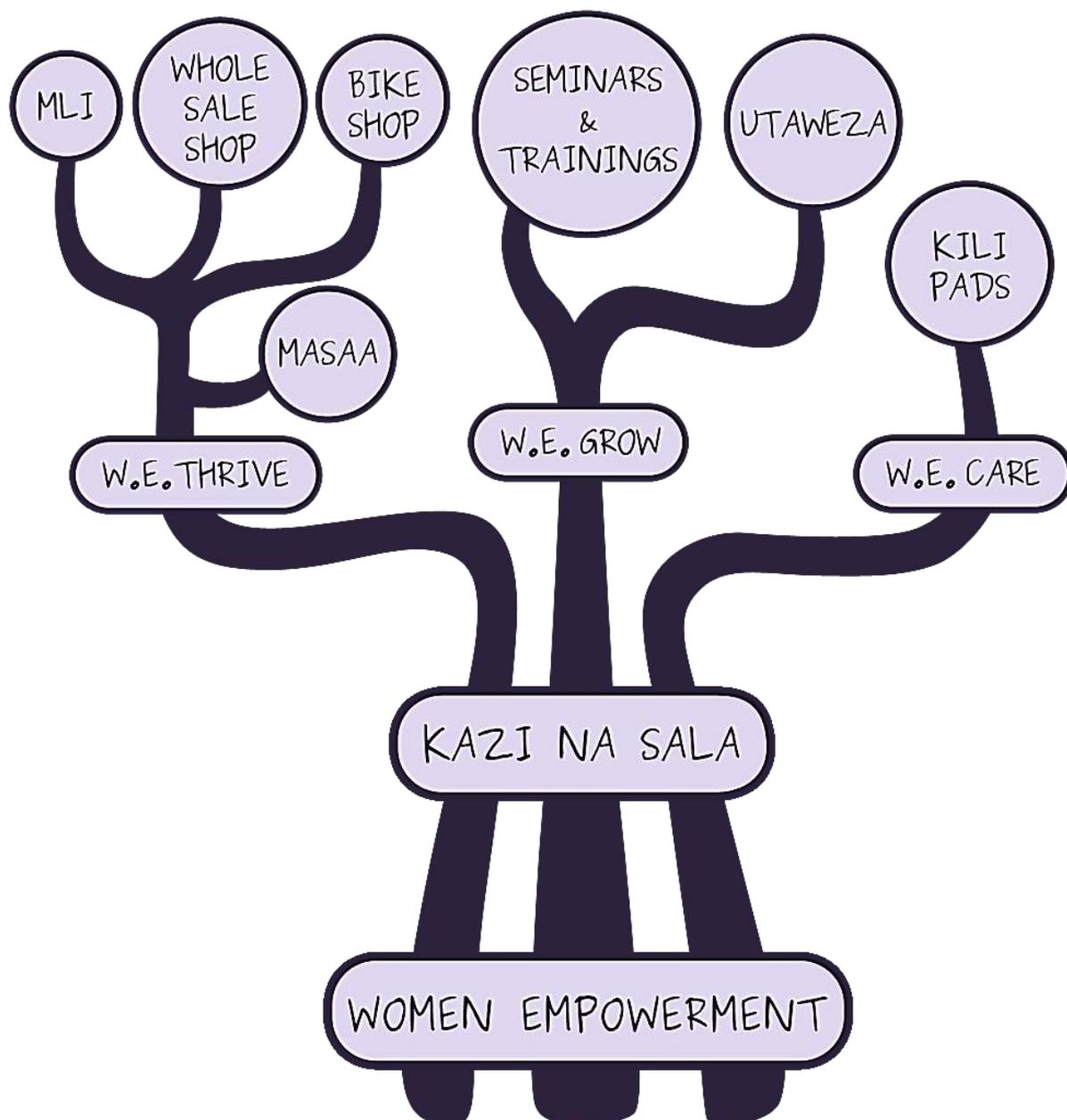


April 29th, 2020





Women should feel empowered to take on individual and collective leadership. They already are the pillars of their families and communities, being the main care-takers of their children, husbands and neighbours.



KAZI NA SALA

Kazi na Sala is the women's group with whom we collaborate to support women empowerment initiatives in the community of Msitu wa Tembo and Londoto.

2019: another year full of achievements!

Every year, we organize a party to celebrate the successes of the year and share the profit proudly earned from the three Kazi na Sala-run businesses: the Bike Shop, the Whole Sale Shop and the MLI (Micro Lending Initiative).

This year's party was full of laughter, performances, happy faces and proud hearts. Even the rain could not stop the party from being a complete BLAST!



Kazi na Sala was very happy to host, prestigious guests such as community leaders, including those from the district community office. This really showed **how important the group is becoming in the community**. They shared their appreciation of the group and enjoyed the moment with us. Karibuni tena!



The women of Kazi na Sala decided the profit shared this year would be from the earnings of the Bike Shop, while the profit generated by their Micro-lending business (MLI) would be used as additional capital for loans. **Each woman went home with a share of the group profit**, representing about 15 US\$ per member.

During the party, some of the women gave a performance about what they had learned in the WE GROW seminars. They did a humorous and bold performance showing the **importance of respect, inclusion and communication**. It was a proud moment for the TATU team to see that the women valued the seminars and became transmitters of the knowledge they gained.

¡Después de todas las actuaciones, los líderes de la comunidad nos sorprendieron con la donación de una vaca! ¡El grupo estaba muy agradecido por este gesto de apreciación!



You should consider coming to next year's party because there are no words which can express how meaningful this event is!

W.E. THRIVE

– ECONOMIC EMPOWERMENT



MASAA Jewelry Project is a social business dedicated to supporting women to gain economic independence, increase their knowledge and skills and promote their vibrant culture by making and selling traditional beaded Maasai jewelry.

▲ This year, we are very happy to say all of our international orders were delivered in time. We found new selling points in Moshi to sell our beautiful jewelry.

▲ We have created a new catalog including new prices! You can check it out in our webpage!

▲ Women from the project have received literacy and numeracy lessons and they are ready to move to the next level!

▲ We have faced some challenges, as it has been hard to find stable selling points in Moshi. The e-shop wasn't working properly, but it will be ready to shine again very soon!

▲ In 2020, we will focus our attention on providing literacy and numeracy trainings to **ensure autonomous management**. The Masaa ladies will keep learning about business management and how to find selling points in Tanzania by themselves. MASAA will soon be an autonomous project!!

▲ Check our new beautiful e-shop!
<http://www.tatuproject.org/shop/>





The Bike Project shop was created to provide a sustainable means of transport through a bike rental business, affordable for the community. It brings sustainable income for the bike leaders and the women group of Kazi na Sala. Every year the profit is shared amongst all the group members.

▲ The Bike Project works almost entirely autonomously, thanks to the training sessions with the fast learning Bike leaders.

▲ This year we conducted an outreach event in Londoto to assess the demand of the bike in Londoto. The event was very successful and now they are **thinking of opening a new branch!**

▲ The **bike shop profit has increased** while progressively taking on the spare parts costs, subsidized by our partner Globalbike, up until now.

▲ Globalbike made a donation of **32 new bikes!**

▲ The main challenge of the Bike Shop Project are the defaulters. Due to their usually irregular source of income, clients sometimes cannot pay the rent on time. We are exploring different strategies to mitigate this reality.

▲ In 2020, we will focus our seminars & trainings on **problem solving skills** for the leaders.

▲ We will also analyse the feasibility of expanding the business to Londoto and maybe even further!

▲ We will also work with our partners on **finalizing the sustainability plan** for this project by creating a system for the bike leaders to purchase spare parts and bikes autonomously.



MLI is focused on the empowerment of women in Kazi na Sala through a sustainable Micro lending structure that they own and manage themselves. This creates local access to capital and stimulates entrepreneurship!



- ▲ This year, a new MicroLending Panel was selected, which will work to ensure efficient management of the MLI project.
- ▲ TATU team conducted survey to assess if flexible repayment of loan would be more efficient and minimise the chance to default and economical pressure on women.
- ▲ The MLI curriculum has been finished and will be implemented in 2020 to keep providing new skills to the MLI Panel.
- ▲ In 2019, MLI gave **11 loans** to women entrepreneurs!

- ▲ In 2020 we want to see how **the MLI can increase their capital available for loans** as demand is higher than the capital available. We love the entrepreneurial spirit of Kazi na Sala!
- ▲ In 2020, we will experiment a **more flexible payment plan** to try and reduce defaulters and adapt to the local reality of cash flow.
- ▲ We will also follow our lesson plan to ensure **strong and efficient management**.
- ▲ We have revised our loan application form that will also be implemented in 2020.



The Wholesale Shop Project is managed by Kazi na Sala. They have elected a committee who chose to sell cement, sodas and diverse products, targeting the Mitsu wa tembo community.



▲ In 2019, the whole sale shop reopened after being robbed (for the second time since its first opening). Security has been increased but we are still recovering from the financial loss.

▲The shop is managed by a committee, formed of 5 women who have been elected this year to provide support.

▲ A large research on what products are most profitable for the shop has been done: in 2020 we will focus on selling cement, sugar, rice, and other essential products.

▲ It's been tough without enough profit to maintain a stable shopkeeper. **Women have mobilized to keep the shop open**, but we are still working towards a sustainable shop management structure.

▲The Fridge has been yielding results as one of the few places in the area providing cold drinks!

▲ For 2020, we will keep working on stock management trainings and find a solution for a stable shop keeper.

▲We will work on increasing capital to provide more goods in the shop.

▲ The committee will finish more financial trainings to **ensure good governance**.

W.E. CARE

— COMMUNITY EMPOWERMENT

KiliPads

The KiliPads Project is a social business and community health project working to increase the level of knowledge regarding menstruation and decrease the social stigma around it. As we are making and selling reusable sanitary pads, we also aim to increase local access to affordable menstrual products for all women in the community.

▲ In order to be able to expand the business, KiliPads needs to meet the Tanzanian Bureau of Standards (TBS). In 2019, we worked very hard to achieve it, but we still need to make a few improvements. We are almost there!

▲ The KiliPads leaders provided **feminine health seminars to schools in Msitu wa Tembo and Same** and provided KiliPads to the young ladies.

▲ KiliPads team also received orders from other organizations that work on distributing menstrual products to girls and women from other communities.

▲ The KiliPads workshop is rented and is a financial burden. We are fundraising to **build a new workshop that will be completely owned by the KiliPads ladies**. It will also allow the business to expand.

▲ With the new building, the leaders will be able to employ more women and **increase the production of the pads**.

Help us fund the new workshop!

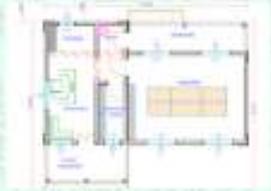


The women are renting a building where they manufacture the pads:

- ✗ Low **autonomy**
- ✗ High % of the income used for **rent**
- ✗ Not enough space to **grow the business**

We are looking for funds to build a new workshop:

- ✓ Completely **own by the women**, increasing their **autonomy**
- ✓ Increase **production capacity**
- ✓ Increase their **profit**



W.E. GROW

– PERSONAL EMPOWERMENT

SEMINARS
&
TRAININGS

▲ WE Grow focuses on the personal development for women of Kazi na Sala. In 2019, we conducted 2 agriculture training, upon demand of the ladies, as most are farmers.

▲ Seminars were conducted on topics such as communication skills, strategic planning, leadership, and accounting. Leaders of Kazi na Sala have shown tremendous commitment to their group!

▲ The main challenge this year was the attendance. During farming season, women work very hard on their farm. It is very hard for them to find time to come to all meetings.



▲ In 2020, we will continue offering seminars. One of the areas requested by the women to work on this year, is participation and team building.

▲ We are very happy to introduce you **our new project in the WE Grow Program: UTAWEZA**, (in swahili "you can"). This program is focused on **the eradication of Gender Based Violence (GBV)**. The project has mobilized institutions and members of the community to work together against GBV. Through a three days participatory workshop organized in partnership with SONU, Utaweza launched years of collaboration with key actors in the community!

▲ Since the project began, a **youth club was created in each school** with the aim to reduce GBV, men, women and leaders have committed to support Women's Rights and safety.

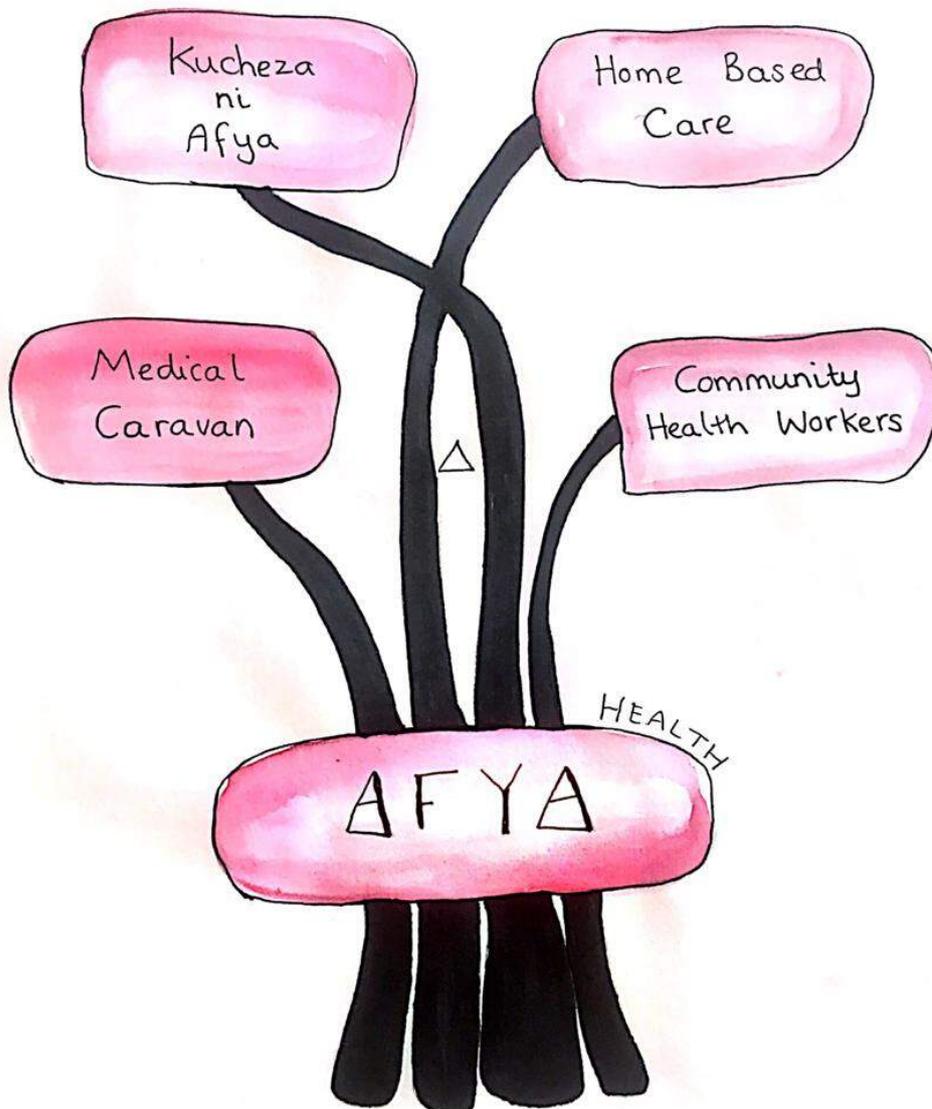
▲ In 2020, we will keep on supporting community actors in their initiatives against GBV, keep mobilizing and raising awareness in the community. The fight against GBV is on!

UTAWEZA



The AFYA (Health) Program addresses health-related challenges in the community. Our goal is to decrease the incidence of preventable diseases in the community and increase access and quality of the local healthcare services. For this purpose, we have various projects that enable us to:

- ▲ Increase awareness, especially about the prevention of diseases.
- ▲ Improve the operation of the local facilities, and enhance its reach in the community
- ▲ Improve health access, including activities in the schools.



The **Community Health Workers** (CHWs) are a group of women from Kazi na Sala to whom TATU Project provides medical trainings. The CHWs then provide seminars in the community and in schools on **how to prevent diseases that are most prevalent in the community.**

Community Health Workers

We have several reasons to be proud and celebrate this year's achievements!

▲ In 2019, the community had **zero outbreak of cholera!**

▲ We have seen a significant increase on the number of people who are using toilets compared to last year. This prevents from many diseases!

▲ The CHW have conducted **6 seminars** on dermatomycosis reaching over 240 people, 3 seminars on hand washing for 500 pupils in primary school and 2 seminars of postnatal care, anemia, pregnancy and breastfeeding reaching up to 773 people!



The project also has faced some **challenges** that we need to overcome in order to guarantee its total success:

▲ The community is quite spread out and occupies a very wide geographical area. It is sometimes hard for the members of the community to attend to the seminars, since they need to walk long distances to arrive.

▲ Some parts of the project such as the medical caravan need serious assessment and creativity in order for it to become sustainable.



2020 is going to be full of activities!:

▲ The CHW will be conducting 6 health trainings on diabetes mellitus, nutrition and prevention of outbreaks of diseases.

▲ They will be also visiting the schools to offer two seminars about nutrition

▲ Since the seminars conducted during the medical caravan proved to be effective, we will keep offering health information in every one of our caravans!



The **Home Based Caregivers** (HBCs) are a group of volunteers attached to the local dispensary. It is a nation-wide concept of locally identified residents who visit sick people who are unable to access the dispensary in order to liaise with the dispensary and follow up on their medical needs. TATU Project and its partners provides the HBCs with medical training, as well as a medical toolkit.



▲ **Training of trainers** (ToT) are vital for the sustainability of the project. In 2019, we have conducted a ToT focused on training the old HBCs on how to train the new HBCs. This way, the project can be completely autonomous and not dependent on TATU Project!

▲ We conducted 6 medical trainings including topics such as epilepsy, different types of wounds, hypertension, strokes, vital signs, and manutention.

▲ **6 new HBCs** were recruited and were given a full training. The training included patient confidentiality (the basic principle of HBC work) and communication skills, amongst others, in collaboration with our partners CPSI.

▲ We also accompanied 5 local patient visits. The purpose of these visits was to observe and understand how the HBCs interact and provide care to the patients.



▲ Tanzanian public authorities should be providing with medicines and medical supplies to the HBCs, but until now these materials have not reached the community. Therefore, this project is currently only supported by TATU Project, challenging its sustainability. We will engage in more communication with the District office on this matter.

▲ The transportation for HBC to visit patients who live in remote areas of the community has been a challenge.

▲ Financial capacity of the patients is also a challenge. Most of the patients need treatment in specialized hospitals. The majority cannot afford this kind of services, so their treatment depends entirely on the HBCs.

▲ In 2020, HBCs will be attending more medical trainings to keep their skills and knowledge up to date!



Medical Caravan

The **Medical Caravan Project** provides opportunity for community members to access free consultation and affordable treatment twice a year. The ultimate goal is to reconnect residents to their local dispensary and build the local **confidence in their local healthcare institution**. This project also includes the renovation of the Msitu wa Tembo dispensary, so it can provide adequate health care and is an attractive place to go!



▲ The number of people attending the caravan has increased to **more than double compared to last year!**

▲ Even better: people are not only attending the dispensary during the medical caravans, but also on a regular basis (from an average of 120 patients per month last year to 342 in 2019). This means **the project is very successful**, and people are showing more trust on the health services in the community.

▲ The project benefited from the visit of Volunteer Medics, one of our partners. In a collaboration of international volunteers, HBCs and dispensary staff, we conducted a conversation exchanging ideas and experiences between Western and African medical practices.

▲ Some other health NGOs such as FTK and Volunteer Medics have shown their interest with our project and want to collaborate as well! **This collaboration will allow us to offer 3 caravans per year!**

▲ The **lack of medical equipment** is a challenge. X-ray machines ,ultrasound and other sonographic equipment, complete blood count and biochemical tests are essential.

▲ Our budget allow us to cover only the first day of treatment. Some patients need to be referred to a hospital, but the majority cannot afford it.

▲ The size of the community is again a challenge. People who are located in remote areas (some live 25 km away from the dispensary) find it very difficult to walk that distance to attend the caravan.

▲ In 2020, we will create a **mobile caravan** to reach out to people who cannot access the dispensary!

▲ We will also increase the number of doctors in the medical caravan . At the moment we count with 3 general doctors. For next caravan we expect to have 4 general doctors and one specialist.





Kucheza ni Afya "Sport is Health" works with children in schools to enhance sports training and introduce healthy habits and productive use of their free time.

In 2019, Kucheza ni Afya developed several activities:

- ▲ Two inter-school tournaments have been conducted. Over 940 children participated!
- ▲ In order to make the activities sustainable, we have adjusted the type of sports offered. We are introducing games and sports that use less material or material that can be found easily in the community.
- ▲ One of the sports we introduced is track in field. This achievement brings two advantages: first it will reduce the cost for running the project. Second, the children will be able to play this game not only in school but also on their own!
- ▲ Two health seminars regarding personal hygiene were delivered to over 500 pupils per seminar.



- ▲ TATU Project is in charge of maintaining the condition of the playground and paying motivation allowance to the sport teachers. We need to find a way to **make the project sustainable**. Karibu for ideas!
- ▲ The schools where we run the project do not have the proper playground for basketball, football and volleyball.



In 2020, in order to find a **solutions to the challenges**, we will

- ▲ Organize a joint meeting with the sport teachers to discuss the progression of the project and planning for the next six months.
- ▲ Keep running inter-school tournaments.
- ▲ Build a soccer post in Kikwete and Msitu primary school.
- ▲ Do a deworming campaign to all kids in the three primary schools.



TATU Water Program addresses the lack of access to clean and safe water in the communities of Msitu wa Tembo and Londoto. According to TATU Project's 2019 impact survey, **71% of Msitu population has access to clean water**, and only 3% of the population had access to "safe and clean" water. The Water Program also seeks to improve practices and hygiene habits related to water consumption, and improve the sanitary infrastructures in schools.

- ▲ In order to achieve the total sustainability of the project, in 2019 we have conducted two days of **seminars to three well committees**, providing trainings on how to maintain and manage each of the wells.
- ▲ During these trainings, we realized the need of an **ethical governance training**. For this, we have been working on a curriculum which will bring the Water Committees to discuss and decide on ethical practices.
- ▲ In 2019, we were lucky to welcome our partner Energy 4 All, who came to learn about the impact of the new well on the water situation in the community.
- ▲ Thanks to the good job of the Water Committee, we were able to repair Dorothy's Well!! So now, Londoto Primary School students can enjoy running water again!

The Program has also faced several challenges during this year:

- ▲ The water pump in Londoto has broken 4 times during the year. We managed to fix it every time and now Londoto schools can enjoy of running water, but this recurring issue needs a long term solution.
- ▲ We have also conducted several **water tests** to all three wells in the community, to check its quality. The **amount of fluoride** has increased and is now higher than the Tanzanian standards. We are still looking for an affordable and sustainable solution to filter fluoride.



WASH Project

▲ Inadequate access to clean water and sanitation facilities has led to outbreaks of cholera and water-borne diseases in the community of Msitu wa Tembo and Londoto in recent years. As the Water Programme also works towards **safe sanitation and hygiene**, in 2019 we added a new WASH Project aiming to improve sanitary infrastructures and promoting good hygiene behaviours.

▲ A starting point in addressing outbreaks of water-borne diseases, could be to insure **appropriate sanitation facilities** and hygienic behaviour and habits in the community's schools. Diseases spread quickly in classrooms which can be cramped, with a lack of ventilation and where hand-washing facilities or soap are not available.

▲ We already got funding for the first renovation activity of this project! With the collaboration of Volunteer Medics, we will build **27 toilets** in the schools of Msitu wa Tembo in 2020!



The aim of the Environment Program is to improve the use of natural resources to lessen the negative impact of human activity on the environment. Examples of local environmental degradation include soil erosion and plastic waste. We are working with the youth to raise awareness and engage in green activities.

▲ In 2019, we launched the **Green Project** and started working with students from the local schools in environmental activities. The implementation of the pilot project at Londoto primary school was the main success this year and will lead to expanding the initiative.

▲ TATU will start by providing **trainings on best environment conservation** practices in all primary schools in the community. This training will be participatory and interactive, emphasizing problem solving and discovery-based learning. Students will be taught the importance of conserving their environment and the impact of environment degradation.

▲ This project aims to build capacity to analyze the current environment situation in their school and community, **identify problems, practice possible solutions**, and encourage the community to adopt the practices most suitable to their local environment conservation.



The purpose of the Research & Development department is to provide research tools, knowledge and support to all our projects and programs. In terms of development, it is in charge of working out future projects and trialing potential initiatives. This department is also in charge of measuring and analyzing our work in the community to ensure that we are capturing results and constantly improving our work through a proper feedback loop.

The R&D Department achieved many goals during 2019.

- ▲ First the Department completed one of its main objectives for the year: the 2019 **Impact Survey!** The aim of this midterm evaluation was to measure the impact of TATU Project's programmes since implementation in 2014. Results will get published in 2020.
- ▲ One additional component of this performance evaluation was the **Needs Assessment** survey, which sought to review the priorities of the community and make adjustments where necessary.

Everyone at TATU is optimistic that the results from the Impact Survey will be able to facilitate improved project performance and sustainability!

- ▲ The research team was able to assist various managers in TATU in collecting data and administering surveys in the AFYA, WE Thrive, and WE Care Programs.
- ▲ The department also made initial strides in revamping the old **Monitoring and Evaluation** (M&E) system and creating new M&E indicators and tools for the Green and Utuweza projects.

While we are indeed proud of these many accomplishments, we recognize the challenges we experienced in reaching these goals, such as the technical difficulties and translation issues. Nonetheless, the team displayed excellent management and cooperation skills to overcome these obstacles.

We are excited for the future of the R&D Department as well as new discoveries that will be gathered and shared with you all!



TATU Adventures is a branch of TATU Project designed to share the wonders of Tanzania with friends and visitors while supporting the community development work carried out in our other projects. TATU Adventures promotes **responsible tourism** practices offering a unique experience for travellers to not only have a breathtaking experience but also through their trip, give back to the community since all profits are reinvested into TATU's community development projects.

2019 was a year of growth for TATU Adventures.

▲ We were able to deliver customized itineraries to over 150 clients which is an **80% increase** when compared to the number of travelers who booked trips to Tanzania in 2018. As we had more travelers, this means that our team was able to increase the profits and therefore invest more into the work carried out by TATU Project



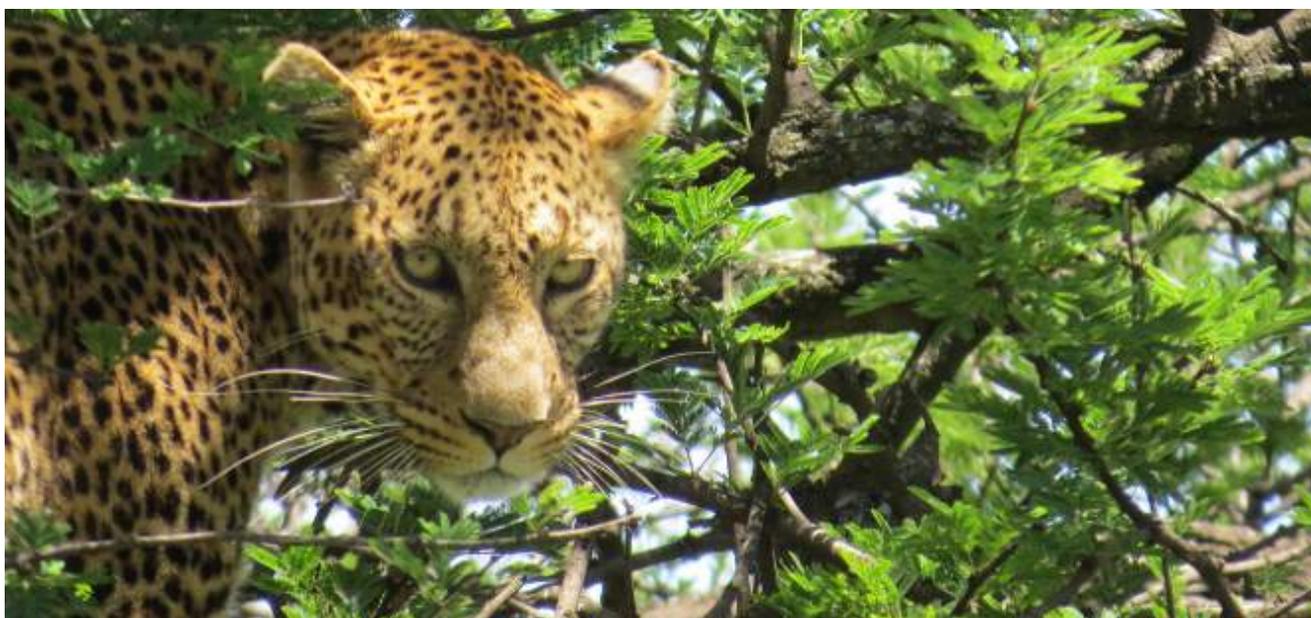
We also spent time to reflect upon our practices and policies as a responsible tourism agency. This helped us to take key steps towards improving the **sustainability** of all our trips not only environmentally but also to plan for more **support to the communities** we visit, taking into consideration key cultural information.

We have updated our Karibu Kit to include our top tips to travel responsibly in Tanzania. We have also created a manual for all of our guides to accompany the workshops which we facilitate for them, and we have updated our feedback system for all our TATU travelers to make it more user-friendly and to make sure it reflects our dedication to sustainability in just 10 short questions.

| CRITERIA | 2018 | 2019 |
|---|---------------------|---------------------|
| Number of clients | 86 | 155 |
| Number of groups traveling | 34 | 48 |
| Most common nationality traveling | Spanish (11 groups) | Spanish (25 groups) |
| Number of Day trips | 31 | 81 |
| % (and number) of public transport day trips | 61.3% (19) | 44.4% (36) |
| % (and number) of private transport day trips | 38.7% (12) | 55.6% (45) |
| Number of Safari bookings | 14 | 28 |
| % (and number) of joining safari bookings | 71.4% (10) | 75.0% (21) |
| % (and number) of private safari bookings | 28.6% (4) | 25.0% (7) |

▲ Our team also worked hard to develop our monitoring and evaluation processes for TATU Adventures so that moving forward we are able to track changes more accurately.

▲ As an example of progress, you can see that a greater number of clients opted to travel by public transport or join a shared safari in 2019 as we aim to become more sustainable, reduce the carbon footprint of TATU Adventure’s trips, and support the local economy.



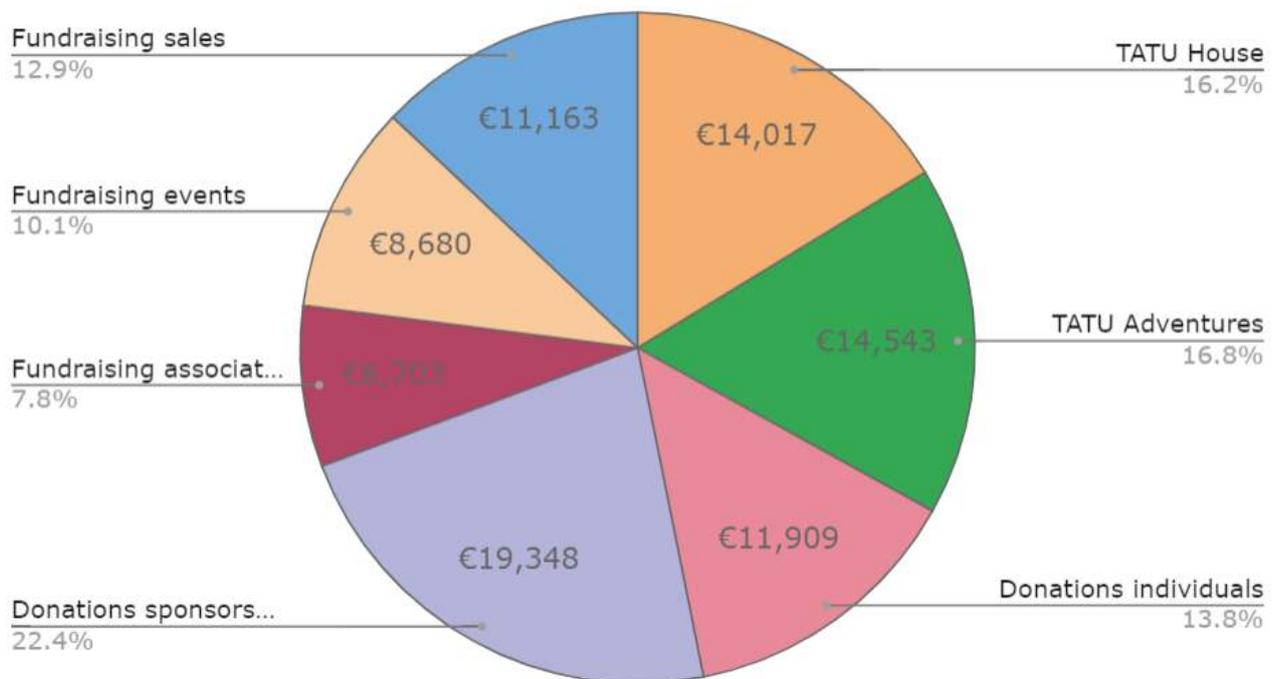
Finally, in 2019 TATU Adventures worked hard to develop existing partnerships and forge new relationships with local organizations in order to deliver consistently high quality and ethical experience to all travelers who choose to book through our agency. Although 2020 has so far presented several challenges to this income-generating (and fun) part of TATU Project, we are confident that TATU Adventures has great things in store for the future as plans are underway for new trips, expanding our team, and becoming more sustainable!

▲ Financial Overview

2019 was a good year for TATU Project.

TATU Adventures has had its best results so far with high satisfaction from visitors. This makes us very happy and proud!

Analysis Income Sources 2019



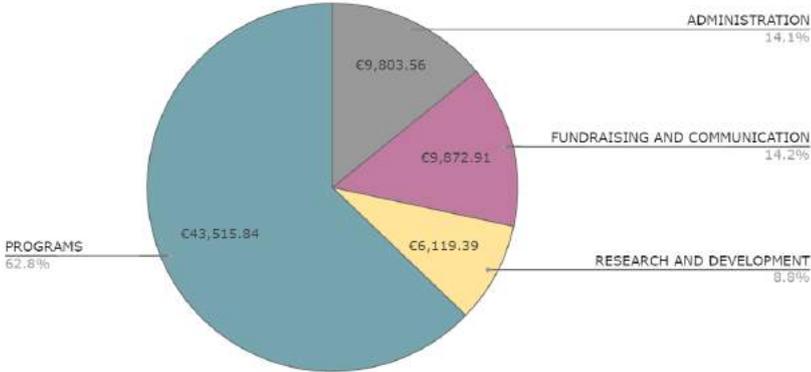
We also have had considerable support from partners that not only provide financial support but also labor and moral support for our team! We love collaborating with like-minded organizations and are grateful for these relationships we can rely on overtime.

We cannot thank enough our dear donors and associates that have been involved for a while. The stability of their support and the high participation at the annual General Assembly are core elements of TATU Project's success.

Thank you to everybody for their continued support!

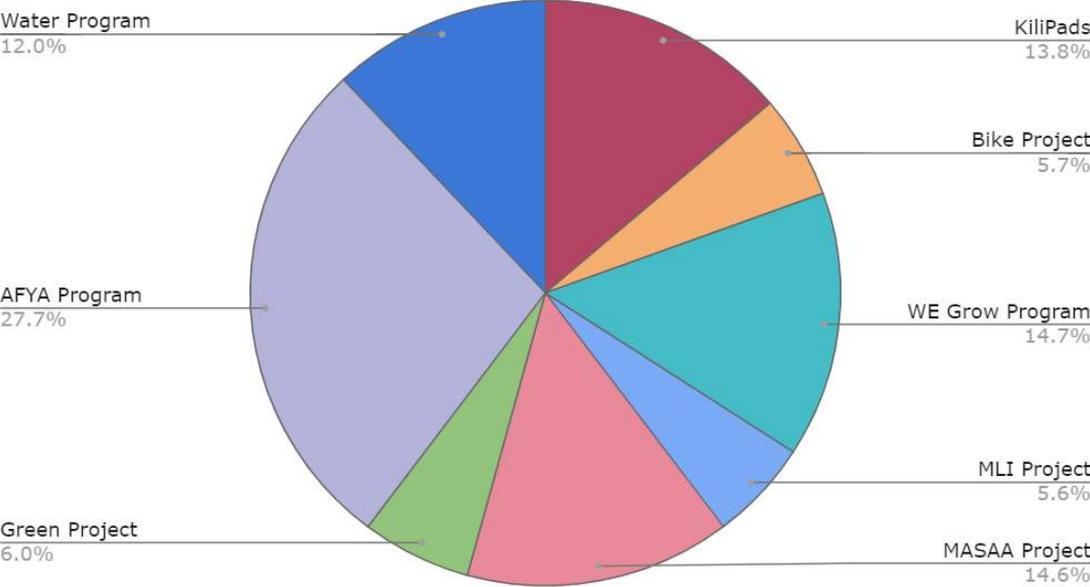
Our outcome has been also pretty stable. We have taken some delays in our programs, notably KiliPads and the building of their new workshop as we are still missing about one third of the total money needed.

Analysis Outcome 2019



In terms of Fundraising and Communications, we have made some investment this year, explaining the over-spending in budget, as we have stocked enough of products to be readily available from Spain in 2020 as well for our eshop and for our partners who contribute to display and sell these products. With the COVID-19 crisis, this stock will come in quite handy!

Programs Outcome Analysis 2019



Our relatively new department of Research and Development has also been given a higher budget than previously because of the Impact Survey that happened in 2020, requiring extra staffing. The budget was respected and the impact survey will be published anytime soon!

We are proud that all of our programs are continued and successfully moving towards sustainability as Managers are always staying focused on the heart of our work in Msitu Wa Tembo and Londoto. If you have any questions, don't hesitate to reach out!

▲ Itemized expenses per category for 2019

| 2019 | | | | | | |
|--------------------------------------|-----------------|--------------------|--------------------|--------------------|----------------------------------|--------------------------------|
| OUTCOME | | CUMULATIVE | ADMINISTRATI ON | PROGRAMS | FUNDRAISING AND COMMUNICATION | RESEARCH AND DEVELOPMENT |
| | | ACTUALS | ACTUALS | ACTUALS | ACTUALS | ACTUALS |
| | <i>IN EUROS</i> | IN TSH (=2545) | | | | |
| Office and house running costs | €3,853 | TSh9,806,900 | 1,824,245 | 5,040,585 | 1,471,035 | 1,471,035 |
| Maintenance | €517 | TSh1,317,000 | 152,400 | 859,800 | 152,400 | 152,400 |
| Salaries Project and Admin | €21,269 | TSh54,129,075 | 14,443,275 | 39,685,800 | - | - |
| Stipends | €14,757 | TSh37,556,086 | 3,080,481 | 17,522,907 | 8,861,637 | 8,091,060 |
| Visa and permits | €2,700 | TSh6,871,000 | 946,575 | 2,145,375 | 1,975,413 | 1,803,638 |
| Materials, equipments and furnitures | €8,018 | TSh20,405,361 | 75,465 | 20,178,966 | 75,465 | 75,465 |
| Transport | €5,486 | TSh13,962,422 | 570,422 | 10,617,889 | 2,219,289 | 554,822 |
| Supplies and Stationery | €1,269 | TSh3,228,400 | 226,150 | 2,717,700 | 142,275 | 142,275 |
| Medical items | €940 | TSh2,393,000 | - | 2,393,000 | - | - |
| Research and Development | €847 | TSh2,154,500 | - | 407,000 | - | 1,747,500 |
| Fundraising costs | €3,398 | TSh8,647,607 | - | - | 8,647,607 | - |
| Representation services | €23 | TSh58,000 | 8,700 | 26,100 | 5,800 | 17,400 |
| Villages Expenses | €86 | TSh220,000 | - | 218,000 | - | 2,000 |
| Rental | €2,015 | TSh5,127,000 | 769,050 | 2,819,850 | 769,050 | 769,050 |
| Training | €1,289 | TSh3,280,700 | 369,610 | 2,706,350 | 102,370 | 102,370 |
| Telecommunications | €933 | TSh2,375,000 | 213,750 | 855,000 | 682,813 | 623,438 |
| Marketing and Communication | €0 | TSh0 | - | - | - | - |
| Legal Expenses | €365 | TSh930,000 | 190,000 | 702,000 | 19,000 | 19,000 |
| Bank charges | €816 | TSh2,077,545 | 2,077,545 | - | - | - |
| Other expenses | €730 | TSh1,858,700 | 2,400 | 1,851,500 | 2,400 | 2,400 |
| TOTAL | 69311.7 | 176,398,296 | 24,950,068 | 110,747,822 | 25,126,553 | 15,573,852 |

▲ Future Perspectives

In October 2019, TATU organized a team retreat during which we were able to assess and align on some of our transversal challenges as an organization and our visions for the future. It was amazing to see the team put their minds together! Innovative solutions were put forward and the future looks bright.

Here are some insights into the future to monitor:

Two Emerging Projects to push forward in 2020:

▲ **Green:** a tree-planting projects in collaboration with all the primary and secondary schools of Msitu Wa Tembo and Londoto.

▲ **Utaweza:** a new anti-gender based violence program mobilizing a large number of community actors to protect women and children of Msitu Wa Tembo and Londoto and address the root causes as a community.

Four main Organizational Challenges to focus on:

▲ **Making the invisible results visible!** We have done so much that is hard to capture. In order to stay motivated and keep everyone involved, we want to establish a better recognition and feedback system, in the community especially.

▲ **Solidifying partnerships:** we love our partners and collaboration is a key value for TATU Project. We need to reinforce our long term visions with partners!

▲ **Sustainability and local ownership:** discuss and define the meaning of ownership with project participants and identify our next steps to ensure sustainability. Create a sustainability assessment process to start exiting certain projects by end of 2020.

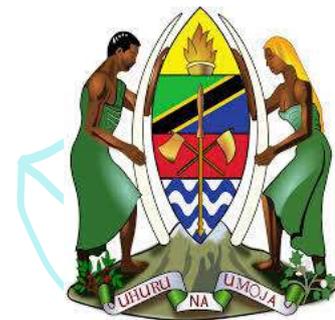
▲ **Increase our organizational capacity:** through better internal communication and by investing in our TATU Adventures department as well as other long-term income-generating strategies through our Fundraising & Communication department, let's optimize our capacity.

Our main conclusion after these few days was that together we definitely reach further and let's do this again!!



▲ Partners

A special thanks to our wonderful partners:



▲ Asanteni sana! Thank you! Gracias!



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