

Tanzania Teaching Foundation 2024 Annual Report

Mission

The Tanzania Teaching Foundation (TTF) began as and continues to be a mission of Gloria Dei Lutheran Church. TTF is dedicated to improving the lives of individuals, families, and communities in Tanzania through a targeted education program. Our “Pre-Form 1 English” program enrolls students who are about to enter secondary school (high school), where the medium of instruction is English. The program gives students the necessary skills to succeed and excel in secondary school. The Pre-Form 1 English program is “*teaching them to fish*” – so that they will develop culturally appropriate solutions for the challenges facing their society. TTF works to sustain long-term relationships with members of the Manow community and to enrich the lives of both Tanzanians and our American volunteers.

Conduct successful Pre-Form 1 English for 40 Tanzanian Students

Each year, the Tanzania Teaching Foundation (TTF) delivers the Pre-Form 1 English Program, designed to bridge the gap for students transitioning into secondary education. In 2024, more than 75 students from more than 15 primary schools were accompanied by their guardians, for the parent/teacher meeting followed by the entrance exam. From this competitive pool, we invited the top 40 students to join the program.

The program launched with volunteers, Beth Bowden, Brian Slater, and Stacy Douglas. As the program progressed, students added more English words to their vocabulary daily; they improved their sentence-writing 3 and 4 word sentences to 7 and 8 word sentences. At midterm the teachers graduated 10 students enrolling them in the Pre-Form 1 program at Manow Lutheran Junior Seminary (MLJS). MLJS prepares them for secondary school coursework in history, math, and geography, etc. with Swahili instructors.



Former PF1English student, Tumpe, demonstrates active participation

The remaining Pre-Form 1 English class transitioned to the advanced portion of the course which includes a more intensive science-based curriculum. Incorporating experiential learning ensured that students were not only absorbing information but also applying it in meaningful ways. Key science units included:

- **Heathy Living:** Students gained practical techniques to maintain physical and oral health, prevent disease, and incorporate local food groups for a healthy diet.
- **First Aid:** Students learned appropriate first aid techniques to administer and wrote and performed skits demonstrating treatment for injuries.

- **Sustainable Farming:** A hands-on exploration of agricultural practices and a whole class discussion in English about sustainable farming practices.



Sustainable farming field exercise

- **Climate Change:** Teachers guided discussions, supported by assistance from MLJS educator Joshua Mwalukosya who provided explanations in both Swahili and Nyakusa.
- **STD Prevention:** Open and informative sessions covering topics from the biology of the human reproductive system, to relationships, and sexually transmitted disease prevention, were partially facilitated by a young and engaging biology teacher from MLJS.

The program was more than academic. It nurtured well-rounded individuals. Daily tea breaks turned into moments of joy, with students eagerly participating in songs, grace, and shared laughter over chai and *mandazi*. Despite limited resources, creativity thrived: two soccer balls and two jump ropes provided endless entertainment. Students planned a friendly football (soccer) match against the MLJS Pre-Form 1 class at MLJS, writing a letter to the headmaster, practicing football skills ahead of the match with Martin Mwakaje, Brian, and Stacy.

One of the program's most anticipated aspects is the scholarship to Manow Lutheran Junior Seminary. Six students were awarded the highly contested scholarships which were generously donated by American sponsors, each paired with one of the students. The program's rigorous evaluation process ensures that scholarships are awarded to students who have shown exceptional performance, strong leadership, and a great deal of participation.

Maintain Classrooms and LSS House. The 2024 Annual Program Plan included replacement of 2 walls of windows in smaller classroom with aluminum-framed windows. This was completed. All three walls of windows will be replaced in the larger classroom in 2025.

The house in which the volunteers live was built with funds from the Lower Susquehanna Synod (LSS) of the ELCA in 1998. TTF has done small maintenance projects over the years including replacement of the water tank, painting the inside of the house, extension of the door overhang, back door frame replacement, and spigots replacement.



New Aluminum-framed window

In 2024 the TTF volunteers oversaw several larger projects - two in particular. First, the drains in the bathrooms and the toilets were not emptying properly. The drain from the bathroom showers had been crushed by a cow and was replaced. The drain from the toilets had a large root growing into. This drain was also replaced. Brian Slater was instrumental in overseeing this work.



The second project was in response to an LSS upgrade. The wooden window frames had warped badly allowing rain waters to pour through the windows in the rainy season. LSS paid for the windows to be upgraded to aluminum framed sliding windows with screens. We are very thankful for this upgrade. However, the 2-inch metal screens had been removed from the windows, allowing a security breach. After an attempt to replace one of these on the inside of the window, Brian designed a system of bolting the screens to the outside of the windows with hinges along the top that allows (with the proper tool) the windows to be raised for external window washing.

Hinged window security system

The Pre-School Program

In 2019, the pre-school teachers approached TTF asking for support to pay their salaries. We worked with the pre-school teachers to develop a plan for gradual self-sustainability over a five-year period. The teachers would gradually raise the tuition over five years to pay teachers' salaries. In the intervening five years, TTF would support the teachers' salaries gradually diminishing as tuition increased.

The local pre-school program has increased from 45 to 70 students since 2019. And by September 2024 tuition had been raised in accordance with the grant plan. The difference between income and costs has diminished substantially, however a gap remains, in part because a number of parents cannot afford and do not pay the existing tuition costs.



TTF added pre-school height sinks in the bathrooms that we, the pre-school, and the local congregation use. The classroom windows in the portion of our building that the pre-school uses were badly warped, broken, and were leaking. To prevent further deterioration of the building, we contracted to have the northeast wall of windows replaced for a cost of 1.2 million TSh (\$480). Additional phased in replacement will be proposed in the 2024 and 2025 budgets.

Raise up to \$35,000 or more to support the program

TTF exceeded its goal raising a net total of \$68,259. This includes net income from the June 22nd fundraiser as well as other donations. Of the total:

Unrestricted:

\$11,907 tickets and sales items from the fundraiser

\$20,074 undesignated donations.

Restricted:

\$8,428 dedicated to the four-year scholarship program

\$18,500 Adopt-a-Student contributions,

\$3,500 Mission Support (a new "ask" at the fundraiser),

\$1,841 other restricted accounts

\$4,009 financial institution interest

In addition, TTF received donations of auction items and services (\$3,472).

Reach out to the Manow and Olympia communities

Manow

In 2024, as in previous years, the volunteers also engaged deeply with the community. Volunteers were introduced to parents and siblings after their names were called out on shopping trips to Lawanga. They attended church weekly, and they were guests for and hosted a few dinners. Volunteers also spent time connecting with the school by participating in the Form 4 graduation ceremony, visiting and observing class with students who moved into the MLJS Pre-Form 1 class.

Specific highlights are bulleted below:

- We met several times with Head Master Mwambapa. These discussions helped Mwambapa gain a better understanding of the mission of TTF and strengthening the partnership between TTF and MLJS.
- We conducted a town meeting inviting representatives from the Diocese, MLJS, community members, and former students. The purpose of the meeting was two-fold: to assure the community that the Pre-Form 1 English program would continue after Nancy's retirement from the Executive Director position and to introduce Stacy Douglas as the new Executive Director.

Following the town meeting, we conducted a tree-planting ceremony in memory of former volunteer Dorothy (Dot) Quaintance. The tree species planted is a nitrogen fixing plant, which nourishes the soil and other plants with nutrients necessary for life, just as Dot's teaching nourished the lives of her students, preparing them for full lives. We concluded the ceremony by sharing in a communal prayer.



Tree wisteria seedling planted in memory of Dot Quaintance

- Nancy met with the Konde Diocese Assistant Bishop Njinga. The discussion centered on the options for increasing school fees for MLJS, to ensure income could support teachers' salaries.
- We met with and sometimes shared meals and family gatherings with the following members of the community:
 - We met with April Trout, Liaison between LSS and the Konde Diocese to catch up on Diocese activities.
 - We attended Owden Mwabuluma nephew's wedding and reception –a joyous celebration.

- An unusually larger number of former Pre-Form 1 English students reached out to us, including John (2018), Rehema, Doris, and Shangwe (2016), and Anna, Tumpe, and Catherine (2015), and Elieza (2009) as well as those former students now attending MLJS visited us. Stacy interviewed several of the former students for our website update.



Anna, former PFI English student, now studying at university

Olympia

- TTF planned and conducted Super Tanzania Sunday on June 2nd to celebrate Gloria Dei's support of this mission. Newly installed Pastor Julie Hutson whole-heartedly supported this event.
- Nancy spoke to the Jubilee Club luncheon at Gloria Dei in March with special focus on why TTF supports education.
- The 2023 volunteer teachers (Marty Werner and Nancy Winters) gave engaging presentations at the June fundraiser. And Nancy gave the president's presentation with a hand-held picture of Laurie Schaetzel-Hill.

Continue implementing strategic planning and succession planning

The TTF BOD continued to implement the objectives identified in the 2023 strategic planning efforts including the Executive Director succession.

- Developed a job description, implemented an advertising plan, and posted the Executive Director position on Indeed, LinkedIn, and Work Source Washington websites.
- Screened candidates, interviewed and hired Stacy Douglas as the new Executive Director
- With the assistance of a pro-bono attorney, developed an employment agreement for new Executive Director.
- Interviewed and selected a payroll services contractor (PacStar) to prepare payroll and state and federal taxes, and guide completion of necessary state and federal employer forms.
- Developed a training plan to on-board the new Executive Director
- Began planning for records retention transition.

Provide administrative support to the organization

Working with TTF BOD members, we:

- Conducted Annual Meeting of Membership in March
- Filed the 990 post card tax return as 501(c)(3). Even though the 2023 annual income exceeded \$50,000, we were able to income average to file the postcard form.
- Prepared the Washington State Annual report and paid the fees
- Continued to track income & expenditures, and prepare semi-annual treasurer's reports
- Continued managing official TTF records and began preparing records retention policy
- Maintain computers, as needed (Nancy)
- Updated the website with information about the annual fundraiser. Stacy, Rebecca and others began preparing a more user-friendly site for phones

- Added three new members to the BOD
- Began to evaluate the need for Board of Directors and event liability insurance

Gratitude

None of this would be possible without the generosity and dedication of our donors, volunteers, and board members. TTF is successful only because of the financial, spiritual, and emotional support as well as hard work of each and every supporter. Your support fuels these life-changing experiences and ensures that each of our Pre Form 1 English students has the opportunity to thrive.

To each of TTF's supporters, Stacy and I want to express our deep gratitude for your support (*tunashukuru sana*). I am also indebted to the work of TTF's current and former Board of Directors and want to highlight them by name. Thanks to Karen Barale, Joe Boyer, Ernie Malick, Becca Mayes, Mary McBride, Ivy Metz, Victoria Metz, Jacob Mwaipaja, Martin Mwakaje, Kirsten Rue, Mary Rue, K Seiler, Laurie Schaetzel-Hill, George Spencer, Ginny Stern, Lucy Winter, and Martin Werner.

Blessings and gratitude to the many people who make this mission possible.

Nancy Winters
Executive Director

Stacy Douglas
Executive Director in Training