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# NINA IMANI



2021  
ANNUAL  
REPORT

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## OUR VISION

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To support and empower vulnerable Tanzanians to attain financial independence and self-sufficiency.

## OUR MISSION

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- To partner and fund social programmes managed by grassroots Tanzanian NGOs by providing funding and governance support.
- To fuel economic empowerment by providing funding for study and small business initiatives.

## OUR VALUES

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Respect, empowerment and independence.



# "I HAVE CONFIDENCE"

Nina Imani was founded as a limited corporation on 22 November 2019 by three successful Australian female entrepreneurs who wanted to help improve the lives of vulnerable Tanzanians through economic empowerment.

Nina Imani Ltd is registered with the Australian Charities and Not-for-Profits Commission (ACNC) as a charity supporting overseas communities.

Being aware that our own success arose from the opportunities available to us, motivated us to try to provide the same opportunities to others for whom they are limited.

**NINA IMANI IS SWAHILI  
FOR 'I HAVE CONFIDENCE'  
AND IT IS CONFIDENCE  
THAT WE AIM TO IGNITE  
WITHIN THE COMMUNITIES  
WE SUPPORT.**

Led by Dianna Snape, who has family ties with Tanzania and an established history of volunteering and fundraising for vulnerable communities in Tanzania, Nina Imani forged a partnership with registered Tanzanian NGO The Inuka Tusonge Foundation to provide funding for their vocational training centre supporting vulnerable young women in the Arumeru District. Beatrice Lyimo, a founding Director of the Inuka Tusonge Foundation, taught Dianna Swahili in 2013 and their friendship, respect and ideals have been shared ever since.

We are honoured to partner and support The Inuka Tusonge Foundation founded, governed and directed by Tanzanians for Tanzanians, offering a safe place for mentoring and learning, as well as providing wonderful role models and support for vulnerable young women.

*Image @grandmastertz*



## A BRIEF HISTORY OF

# NINA IMANI

## HELPING TANZANIANS REACH THEIR FULL POTENTIAL.

## 2019

### DECEMBER 2019

Nina Imani Ltd registered as a public company as well as with the ACNC as an overseas aid organisation.



The Inuka Tusonge Foundation signed a 6-month lease, purchased a charcoal oven and kitchen utensils/supplies and opened the vocational centre with 5 students enrolled, self-funded by a loan from a local women's association, local fundraising and financial support from Inuka Tusonge's directors.

## 2020

### MARCH 2020

The Inuka Tusonge Foundation signed a 6-month lease, purchased a charcoal oven and kitchen utensils/supplies and opened the vocational centre with 5 students enrolled, self-funded by a loan from a local women's association, local fundraising and financial support from Inuka Tusonge's directors.

### SEPTEMBER 2020

Lilian successfully passed her first mid-year exams at SILA College.

### DECEMBER 2020

Nina Imani Ltd appointed its first intern as part of the Monash University's Arts Work Integrated Learning Program and provided further funding for the Inuka Tusonge Foundation.

## 2021

### JANUARY 2021

With on-going funding from Nina Imani Ltd, Inuka Tusonge purchased 2 sewing machines, plastic chairs, a safe, a small gas stove, a whiteboard and more kitchen utensils, as well as supporting ongoing teaching salaries.

### APRIL 2021

- With funding from Nina Imani Ltd, the Inuka Tusonge Foundation purchased a desktop computer.
- Nina Imani Ltd and the Inuka Tusonge Foundation signed a partnership agreement and formalised regular monthly reporting and timesheets.
- Lilian Kagaruki commenced her 3-month work placement in the Ngorongoro Conservation Area.



### JUNE 2021

- With funding from Nina Imani Ltd, the Inuka Tusonge Foundation purchased an office table and note boards.
- Sakina, a nutritionist, presented to the students about diet and nutrition.
- Lilian completed her 3-month work placement in the Ngorongoro Conservation Area.

### MAY 2018

Research and due diligence began to establish the best path forward in partnering to realise our goal of supporting vulnerable Tanzanians toward economic empowerment.

### AUGUST 2019

Beatrice Lyimo reached out to Nina Imani director Dianna Snape with her vision for the Inuka Tusonge Foundation, a vocational centre for vulnerable Tanzanian women. Nina Imani directors reviewed the proposal and agreed to support the centre.



### JANUARY 2020

- Inuka Tusonge registered as an NGO in Tanzania
- Nina Imani funded a study grant for Lilian Kagaruki to undertake a 12-month tour guiding course at SILA College in Arusha including learning materials and safe transport to/from college.

### APRIL 20 - JUNE 20

- Centre closed due to government COVID restrictions.
- In May 2021 a DGR application was lodged with DFAT for Nina Imani Ltd

### NOVEMBER 20

Nina Imani Ltd made its first donation to the Inuka Tusonge Foundation funding the purchase of a mini oven, learning tables and baking utensils. This donation also funded ongoing teaching salaries and rent.



### FEBRUARY 2021

Lilian Kagaruki presented to the the Inuka Tusonge students about her success despite a difficult upbringing.

### MARCH 2021

5 students graduated from Inuka Tusonge's first vocational course and a the second course began with 10 students enrolled.



### MAY 2021

- With funding from Nina Imani Ltd, the Inuka Tusonge Foundation purchased 2 additional sewing machines.
- With the support of our interns Nina Imani lodged responses to the ATO regarding our DGR application and formalised Child Protection and Anti-Terrorism Policies.



## A YEAR OF GROWTH

We are immensely proud of the outcomes we have achieved in only our second year of operation. We have continued to provide ongoing support in assisting young Tanzanian women develop and learn new skills that will empower and support them in creating successful futures for themselves.

At the start of 2021 we regrouped as an organisation to fix our focus on realising our vision and mission. The importance of our mission has been brought to the fore during the pandemic, when across the globe people have been impacted and seen their lives changed and challenged. With 28% of Tanzanians living below the poverty line, and an expected increase to this of approximately 600,000 people due to the ramifications of the COVID pandemic, the work we are doing is more important now than ever.

In response to this, we have concentrated our efforts over these last 12 months on providing ongoing support to our very worthy 'sister' – the Inuka Tusonge Foundation. We say 'sister' in the organisational sense because our goals, visions and mission are very closely aligned.

We started our support for this amazing foundation in our inaugural year and the impact of our financial support has been rewarding to witness. The amazing efforts of Beatrice and her team are resulting in immediately visible and tangible outcomes that completely align with all we hope to achieve through our own organisation: further education, upskilling and empowerment of young Tanzanians – with a focus firmly on girls and women. We hope that our assistance will enable them to sustainably develop themselves into independent, successful business owners in the future.

We are especially thankful for the generosity of our donors and their contributions over the past year. This has been a very difficult time for many. The continuation of the global pandemic has presented opportunities for innovative and creative fundraising techniques to collect much-needed funds for those in Tanzania. The amazing efforts of Director Dianna Snape in donating and raffling more of her limited-edition 'Lines and Tangles' prints has been a major source of our fundraising throughout the year. Hopefully, we can capitalise on the momentum of our donations having increased fourfold, a truly astonishing feat given the COVID circumstances.

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The perseverance of our organisation has contributed to a year filled with highlights. One shining example of our achievements for the past year was Lilian Kagaruki's graduation. Lilian successfully completed a tour guiding course in 2020 and followed up with participation in two field group studies. Her three-month work placement began in March 2021 in the Ngorongoro Conservation Area. Lilian gave a presentation to the women at Inuka Tusonge, offering an important example of how it's possible to improve one's socioeconomic status despite financial challenges, as well as offering friendship, mentoring and confidence to the students.

Our ongoing financial support to Inuka Tusonge has been used to pay rent and wages for our facilitators and we are thankful for their incredible efforts in coordinating and providing classes for the 15 motivated young women. The generosity of our donors has allowed our funds to be extended further to assist with equipment purchases for the centre, such as an oven, computer, four sewing machines and many other teaching supplies essential for the education of these women.

Inuka Tusonge's course, overseen by Beatrice, offers a vocational experience for young women to be equipped with practical skills that will sustain them in their future years – similar to a technical college experience offered in Australia.

The practical skills imparted have extended to cover a number of different trades including tailoring, cooking, hairdressing and beauty therapy, each delivered by skilled facilitators. Accompanying these training sessions are guest presentations by community leaders to impart their knowledge to the students. A few examples have been Sakina – a professional food nutritionist – who volunteered her time to increase awareness of the importance of eating the right foods, a very important issue for several young mothers who were present. Martha Mbwambo gave a motivational talk on her growth from a poor child who failed to finish primary school to become a motivational speaker after being taught entrepreneurship and baking by her boss. These talks have motivated many of the young women to pursue a holistic education and given them the confidence to pursue all opportunities that are presented.

The foundation has also established its own vegetable garden where the girls are learning to cultivate the vegetables as well as about food preparation, cooking and baking. These are practical courses that together provide both immediate and long-term benefits to the students and their families.

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A future focus for both of our organisations is to extend these courses to include additional tuition to teach skills that further the empowerment of young girls. These skills include English language, an understanding of entrepreneurship through business plan writing, provided together with gender-appropriate education on HIV/AIDS and safe sex, as well as a course on alcohol and drug abuse prevention. These are all critical in building a better society. One of Nina Imani's missions is to fuel economic empowerment by providing capital for small business initiatives and study to vulnerable Tanzanians. The ability of these young women to learn how to manage their own business is the focus of our charity and will continue to be into the next financial year.

The enrolment forms signed when women join Inuka Tusonge outline the foundation's rules and expectations and embody the moral code of the foundation. The foundation instils a great respect for ethics and hard work from which the young women can build a future for themselves and Tanzania. Given that our charity name Nina Imani is Swahili for 'I have confidence' and it is the confidence we hope to instil in those we support, this further supports the close values we share with this wonderful foundation.

We hope that the next year will see the world learn to live safely with the pandemic and will open more doors to further support the emergence of young, capable women in Tanzania.

**Dianne Elderton**



# WHY WE DO THIS

Education and basic economic security should be a human right. All human beings need a sense of security, a sense of belonging, a sense of stability and a sense of direction.

- 85.3% of total employment in Tanzania is self-employment [2]. In Tanzania, the systemic failure of education has contributed to individuals remaining self-employed or under-utilised.
- Only 7% of the population are employed in the formal sector and get paid regularly. [3],
- Tanzania has achieved approximate gender parity in primary level education, but at secondary level girls are under-represented. Just over one in four Tanzanian girls goes on to complete their secondary education with the gap widening further at the tertiary level. [4]
- Tanzanian small business enterprises face several constraints such as limited capital, poor market accessibility, low entrepreneurial knowledge and a bureaucracy that hinders their growth. [5]
- 28% of Tanzanians are living below the poverty line, with an expected increase of 600,000 people due to the ramifications of the COVID pandemic on the economy. [6]

[2] World Bank, 2020

[3] Mushi et al., 'Finscope Tanzania: Insights that Drive Innovation' (Financial Sector Deepening Trust (FSDT), 2017).

[4] UNDP, UN Economic and Social Research Foundation, and Tanzania Ministry of Finance and Planning, 'Tanzania Human Development Report: Social Policy in the Context of Economic Transformation.' 2018

[5] Mboya and Nkwabi, 'A Review of Factors Affecting the Growth of Small and Medium Enterprises (SMEs) in Tanzania.' 2019

[6] World Bank 2021



## HOW WE DO THIS

### Supporting the Inuka Tusonge Foundation

**Inuka Tusonge is Swahili for ‘Stand up and move forward’.**

This concept, underpinned by shoring up empowerment and independence, is ultimately what lies at the heart of Nina Imani’s ongoing partnership with the Inuka Tusonge Foundation.

The Inuka Tusonge Foundation was founded January 2020 by three tertiary-educated Tanzanian women who identified a gap in education provision for vulnerable women and girls in their community. With financial assistance from a local women’s organisation, the Inuka Tusonge Foundation opened a vocational training centre in Arumeru District. Managed by Beatrice Lyimo, a founding director of Inuka Tusonge, the primary aim of the centre is to create new opportunities for Tanzanian women and girls who lack formal education to acquire valuable life skills and improve their overall employability.

Thanks to ongoing financial support from Nina Imani, Inuka Tusonge’s vocational centre is able to provide skills-based training in areas such as hairdressing and beauty services, baking, tailoring and vegetable cultivation. Supplementary education aims to foster entrepreneurial potential and build individual capacity by developing English-language skills, broader personal and social competencies, as well as business planning and employability skills.

Each program runs for six months, and upon graduation students are invited to participate in further mentoring. Designed to help graduates transition from the classroom to the workforce, the Inuka Tusonge Foundation’s mentoring program helps former students identify how their new skills might be utilised to secure their future financial independence and security.

*Inuka Tusonge students with cakes they baked and decorated*



## Study Grants

In 2020 we funded a study grant for Lilian Kagaruki to undertake a part-time, 12-month tour guiding course at Sila College in Arusha to improve her opportunities to generate work and income. This funding included important basics such as tuition, uniforms, books and safe transport to and from college.

From March to June 2021, Lilian completed a three-month unpaid work placement in the Ngorongoro Conservation Area as part of her course at Sila College. Nina Imani funded Lilian's costs during work placement including a small monthly stipend so she could continue her support for her family through this life transition.

Lilian's final exams were held in July (delayed due to COVID) and results are expected to be announced in October. In the meantime, with the support of Nina Imani, Lilian has enrolled in a six-month hotel course to improve her employment opportunities in the Arusha region.

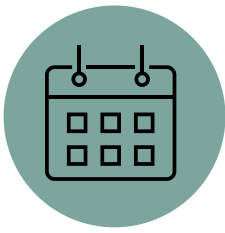
We look forward to celebrating the new opportunities that this course, and Lilian's growing network, will establish for her future.

*Lilian on her work placement*



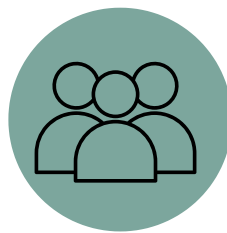
## WHAT WE'VE ACHIEVED

With our funding, the Inuka Tusonge Foundation has also been able to achieve some great milestones and acquire a number of valuable assets for the centre.



**225**

Days of learning



**15**

Students enrolled



**5**

Students graduated



**5**

Job opportunities  
created



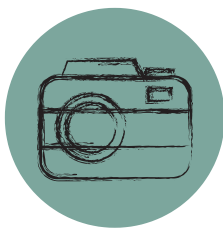
**35,000 TZS**

Micro-financing



**1**

College graduate



**2**

Tanzanian photographers  
commissioned



**3**

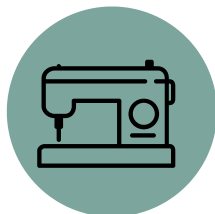
Guest presenters

ASSETS



1

45L oven



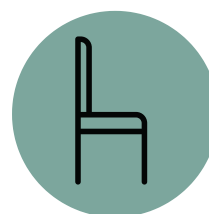
4

Sewing machines



1

Computer & office



22

Plastic chairs



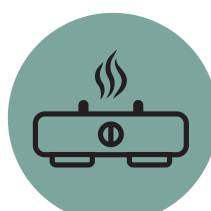
1

Safe



1

Hair dryer



1

Small gas stove



1

Hand mixer



1

Whiteboard



1

Basin



1

Kitchen scales



1

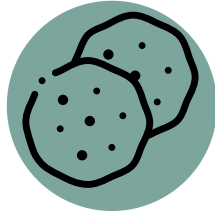
Learning table

LEARNING OUTCOMES



2

Vegetable gardens cultivated



66

Chapatis Made



240

Bagia fried



60

Klamat fried



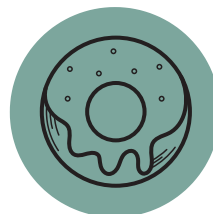
6

Loaves of bread baked



60

Kashata made



230

Doughnuts fried



103

Cakes baked



40

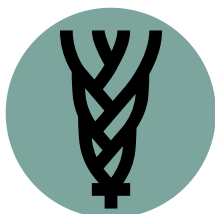
Cupcakes baked



78

Bread rolls baked

LEARNING OUTCOMES



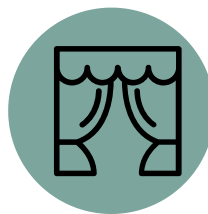
143

Hair braids



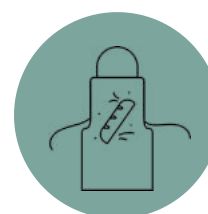
64

Faces of makeup



4

Curtains sewn



20

Aprons sewn



6

Blouses sewn



20

Kitchen hats



6

School uniforms



9

Skirts sewn



2

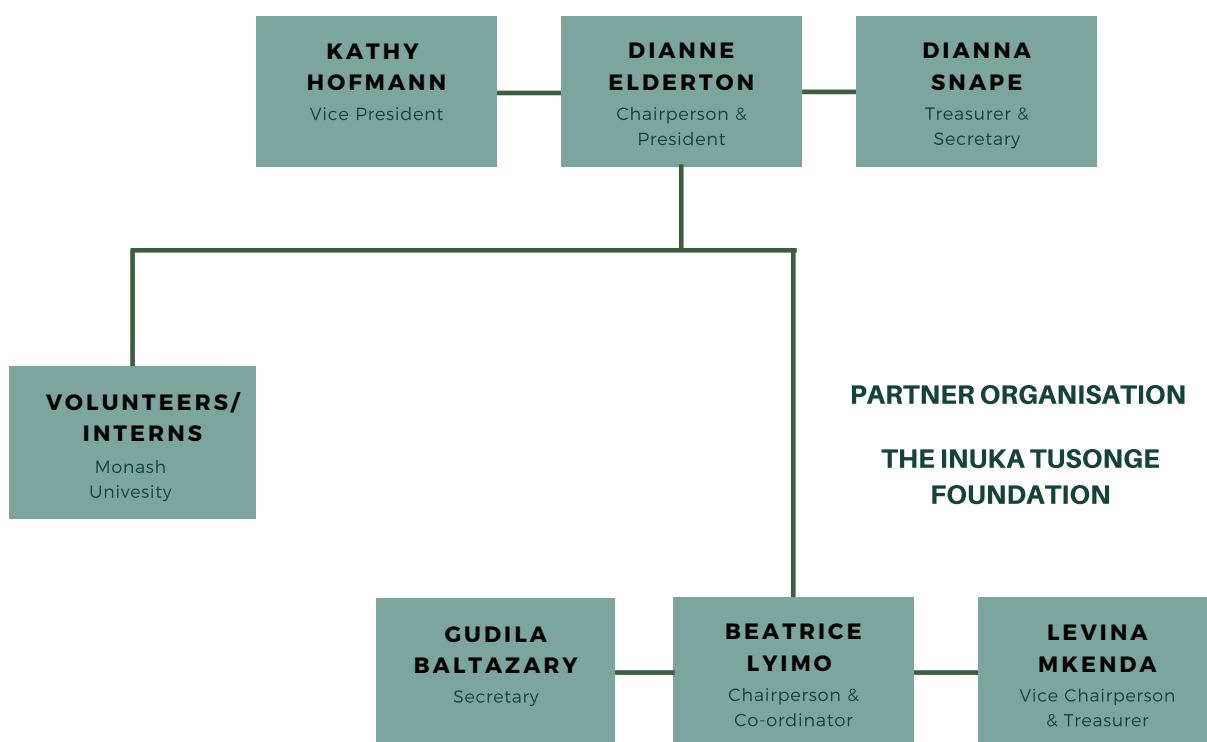
Shirts sewn





# STRUCTURE & MANAGEMENT

## NINA IMANI LTD. DIRECTORS





Dianne Elderton



Kathy Hofmann



Dianna Snape

## DIRECTORS

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### Dianne Elderton – Chairperson & President

Dianne Elderton is a highly experienced designer and educator who cofounded Future Days, a bespoke multifaceted design studio based in Melbourne in 2007, specialising in visual identity, packaging, art direction, generative design, along with all facets of digital and print design. Future Days donated their services to design Nina Imani's logo and website and provide ongoing support with fundraising collateral.

### Kathy Hofmann – Vice President

Kathy has worked in the financial sector developing software solutions for over 30 years. She is a maverick for small business and a self-starter with boundless enthusiasm. Dianna and Kathy have known each other since they worked together in 1991. They share a mutual respect for each other's values and a passion for small business and empowering individuals to thrive. Kathy visited Tanzania in 2018 and through this experience was keen to engage with Dianna in supporting vulnerable communities.

### Dianna Snape – Treasurer & Secretary

Dianna Snape is a Melbourne-based photographer with a BA (Photography) HONS from RMIT. Dianna specialises in architecture, interior and landscape photography. Her work features regularly in leading architectural and design magazines both nationally and internationally. Dianna has been volunteering and fundraising for projects in Tanzania since 2012, as well as photographing for schools, at-risk programs and initiatives for marginalised women. Dianna has worked closely with lawyers and accountants in Tanzania on NGO taxation and compliance issues.

Nina Imani's directors are all volunteers and their time is given on a pro bono basis.

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# INUKA TUSONGE FOUNDATION

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Beatrice Lyimo

Levina Mkenda

Gudila Baltazary

## Beatrice Lyimo – Chairperson and co-ordinator

Beatrice is the principal founder and coordinator of the Inuka Tusonge Foundation. She is a Swahili language teacher and holds a Bachelor of Education with a major in English from the University of Arusha. Beatrice teaches an English-language course, gender education and entrepreneurship at the Inuka Tusonge Centre in Tengeru Village. She attends the centre daily to teach and oversee the students and curriculum. Witnessing first-hand the challenges faced by young Tanzanian girls from disadvantaged backgrounds, Beatrice created the Inuka Tusonge Foundation with the support of its two other directors and a loan from a local women's association. Beatrice is a mother to two beautiful children. She taught our Director Dianna Snape Swahili in 2013, and they have remained friends ever since, supporting each other in their pursuit to create meaningful change for Tanzanian girls.

## Levina Mkenda – Vice Chairperson & Treasurer

Levina holds a Bachelor of Education in English from the University of Arusha. She is a secondary teacher at Mwandeti A-level secondary school in Arusha Region. Levina also teaches Swahili to foreigners, works occasionally at the School for Internal Training (SIT) in Arusha and is the mother of two children. Occasionally she teaches English at the Inuka Tusonge Centre.

## Gudila Baltazary – Secretary

Gudila is an experienced secretary with Information Technology (IT) skills. She holds several certificates including a Certificate of Information Technology from the University of Dar es Salaam Computing Centre, a Certificate of Participation (Network Security & Backup Training) from TechChix Tanzania, and a Certificate of Computer Studies & Secretarial Skills from the Modern Education Center (MEC) in Arusha. She holds a certificate of secondary education and worked as a secretary at Swissport Academy, Masuwa Enterprises and Nange Auction Mart. She is now self-employed in stationery & secretarial services.

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## OUR INTERNS

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Starting a charity in the midst of a global pandemic has brought with it a variety of challenges. However, over the last 12 months we have been lucky enough to be joined by two wonderful interns from Monash University who have helped to make some of these challenges slightly less daunting.

As part of Monash University's Work Integrated Learning Program, we have hosted Isobel Tyson and Niall Mackinnon, both of whom completed 144-hour placements under the supervision and guidance Dianna Snape. Both students proved themselves to be valuable assets to the Nina Imani team; their skills and experience matched perfectly with our needs as a new charity working within a complex development environment.

It is important that we acknowledge the significance of the work conducted by Isobel and Niall over the course of their respective internships. We have been able to take significant forward strides in the last 12 months, and this would not have been possible without the contributions of our interns.

Thanks to their efforts, we have been able to professionalise our internal operations and formulate important governance structures and policies. Their work has also facilitated the further application of research to our programs, ensuring that our work continues to be underpinned by best-practice understandings of international development.

### About Our Interns & Their Work

Isobel Tyson is studying for a double degree: a Bachelor of Science, majoring in Genetics, and a Bachelor of Global Studies, specialising in International Studies. She started work with Nina Imani in October 2020. Isobel developed Impact Statements for each of our programs and conducted initial research in preparation for our Deductible Gift Recipient (DGR) status application.



MONASH  
University

MONASH  
ARTS

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Niall Mackinnon is a Master of Public Policy & LLB Law and Politics (Hons) graduate and worked with Nina Imani from February to May 2021. Niall's primary focus was spearheading the finalisation of our DGR application. Niall also conducted important work developing official partnership agreements and monthly reporting mechanisms for our partner organisations, and put together an International Women's Day promotion for our Instagram account.

We would like to take this opportunity to formally thank Isobel and Niall for their hard work, and express our gratitude for the time, energy and spirited enthusiasm they have bestowed upon our organisation throughout their internships. Their contributions are highly valued, and their work will continue to inform Nina Imani's activities in significant ways going forward.

We would also like to extend our thanks to Monash University and their WIL Arts team for coordinating our intern placements and supporting us and our interns throughout each program's duration. We look forward to collaborating with Monash University as a placement host again in the future.



**MONASH**  
University

**MONASH**  
ARTS

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## A WORD FROM OUR INTERNS



**Isobel Tyson**

**Bachelor of Science (Genetics) & Bachelor of Global Studies (International Studies)**



**Niall Mackinnon**

**Master of Public Policy LLB Law and Politics (Hons)**

My internship with Nina Imani was a highly rewarding experience that gave me valuable insights into the international development sector and allowed me to utilise my theoretical knowledge and academic skills while contributing positive social change. I loved working within a smaller NGO as it gave me the opportunity to understand many facets of the organisation, including policy creation, the management of international partnerships, and the bureaucratic requirements of running an NGO in Australia. Particularly, I found working toward Nina Imani's Deductible Gift Recipient status very interesting and engaging as my academic study often skims over the everyday processes involved in running NGOs.

Between March and May, I had the privilege of working closely with Nina Imani to complete their application for Deductible Gift Recipient status.

Although occasionally challenging, I am incredibly grateful for the opportunity to translate my education into creating positive change. It was immensely satisfying knowing that my work was contributing to Tanzanian women's empowerment through Nina Imani's wonderful partner organisations.

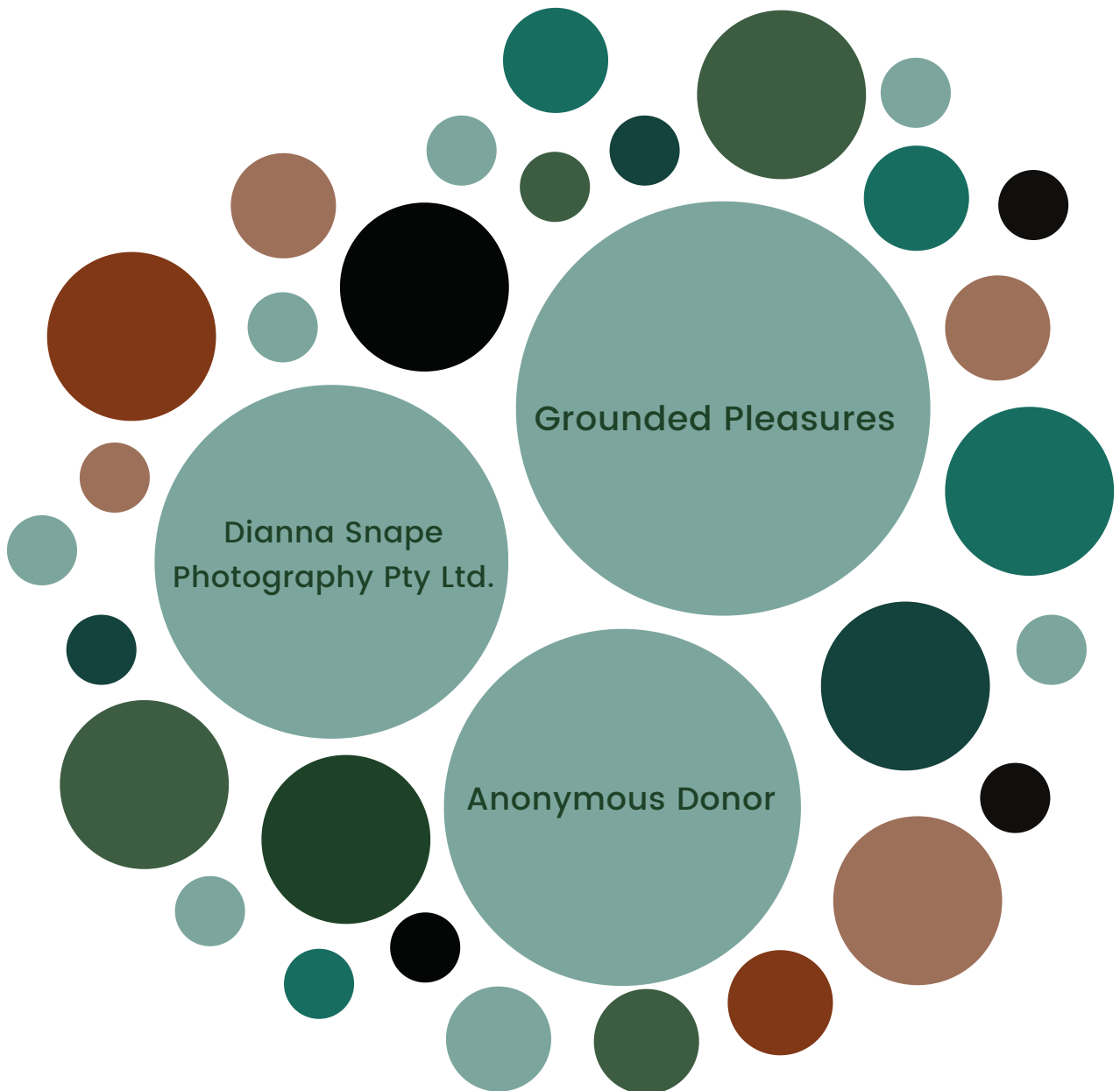
I'm particularly excited to see how Nina Imani's relationship with Inuka Tusonge continues to develop. Beatrice is an inspiring woman and I'm thrilled that our support means she has now progressed to helping a second batch of students.

Having seen and learned so much from my internship, I have great expectations for Nina Imani's future growth. I have no doubt that the excellent work thus far is only the beginning!

# A HUGE THANK-YOU

We would, of course, not be able to do what we do without the continued support of our incredible donors. With this in mind, we would like to take a moment to acknowledge the people who made our work possible this year.

In particular, we would like to thank not only those who have made major financial contributions to our organisation in the last year, but also those who have made smaller individual donations. No matter the size of their contribution, the generosity demonstrated by our supporters significantly increased the capacity of our organisation to effect meaningful social change, and for this we are extremely grateful.



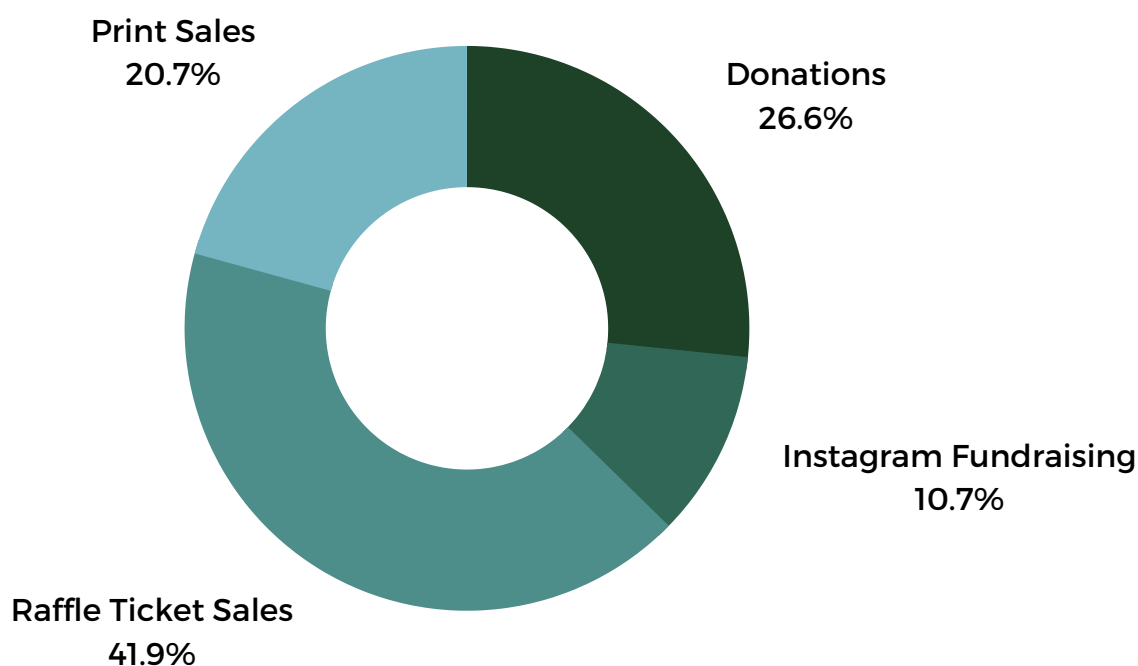
The COVID-19 pandemic that has gripped the globe throughout 2020 and into 2021 has affected every person in the world in some way, Tanzanians are no exception. One million Tanzanians are estimated to have fallen below the national poverty line since the start of the pandemic. According to a National Bureau of Statistics survey conducted in March 2021 the effects spread beyond the extremely poor: 18% of respondents who were working a year ago are no longer employed.

The pandemic has contributed to a significant decrease in incomes for those who remain employed with one in eight receiving no income at all and another 44% experiencing a decline their monthly income. Globally, women are most affected by the pandemic and have suffered more job layoffs than men in the unpredictable and changing environment. This makes the work we are doing even more important and despite these trying economic circumstances, we are proud to report that Nina Imani has managed to expand our fundraising efforts with the support of our directors, interns and donors.

We managed to raise \$16,163.46 this financial year, up from \$2,932.84 in the previous financial year – a 450% increase that speaks to the extent of our commitment as well as the support we received over the challenging past 12 months.

Fundraising from raffle ticket sales of Dianna Snape’s limited edition ‘Lines & Tangles’ photographic prints and donations were our two most significant income streams in 2020-2021, contributing \$6780.00 and \$4302, respectively. We also received income from direct sales of Dianna’s prints and Instagram fundraising efforts.

**Nina Imani Ltd. | Income Types as % Total Revenue - Year ending 30/06/21**





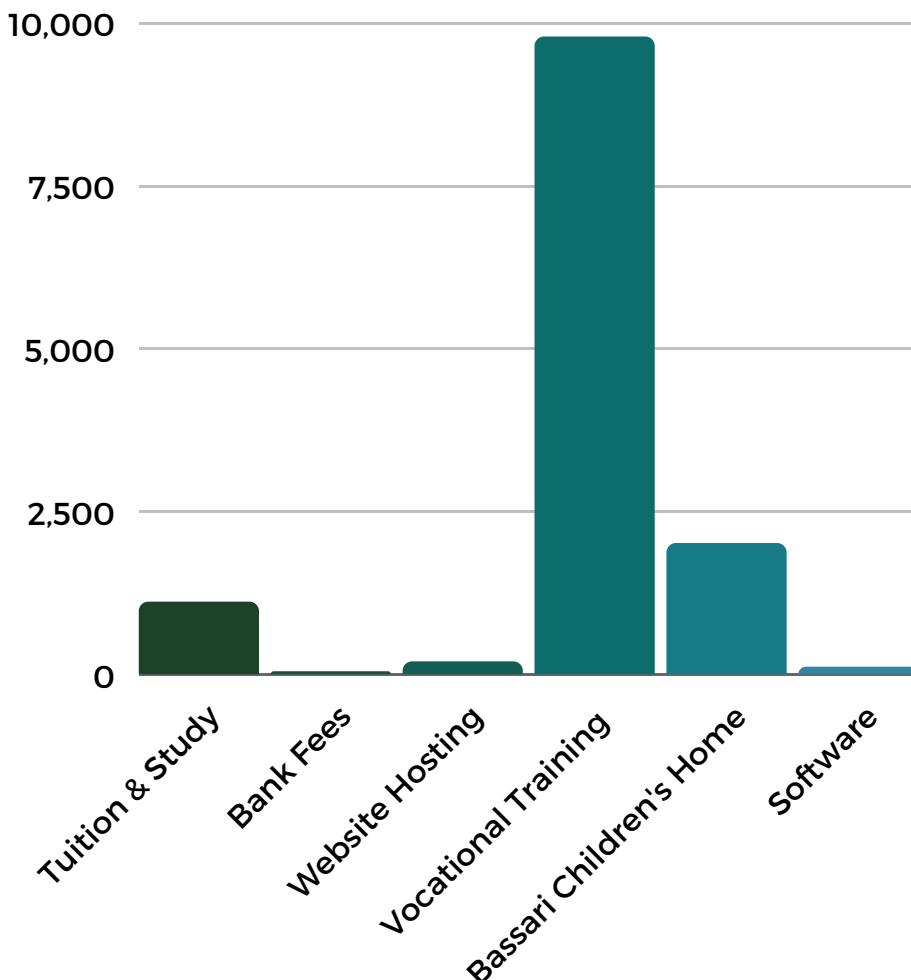
Increased fundraising has allowed us to expand the scope of our support in Tanzania. The funding we provided for our programs totalled \$13,192, compared to \$2830 in the 2020 financial year.

We are the primary sponsor of the Inuka Tusonge Foundation Vocational Centre and our donations contributed \$9781 to their operation, which equates to some 74% of our total funding. This funding supports the annual operating costs of running the centre, including rent and wages, and also facilitated the procurement of valuable assets and classroom resources such as sewing machines and an oven.

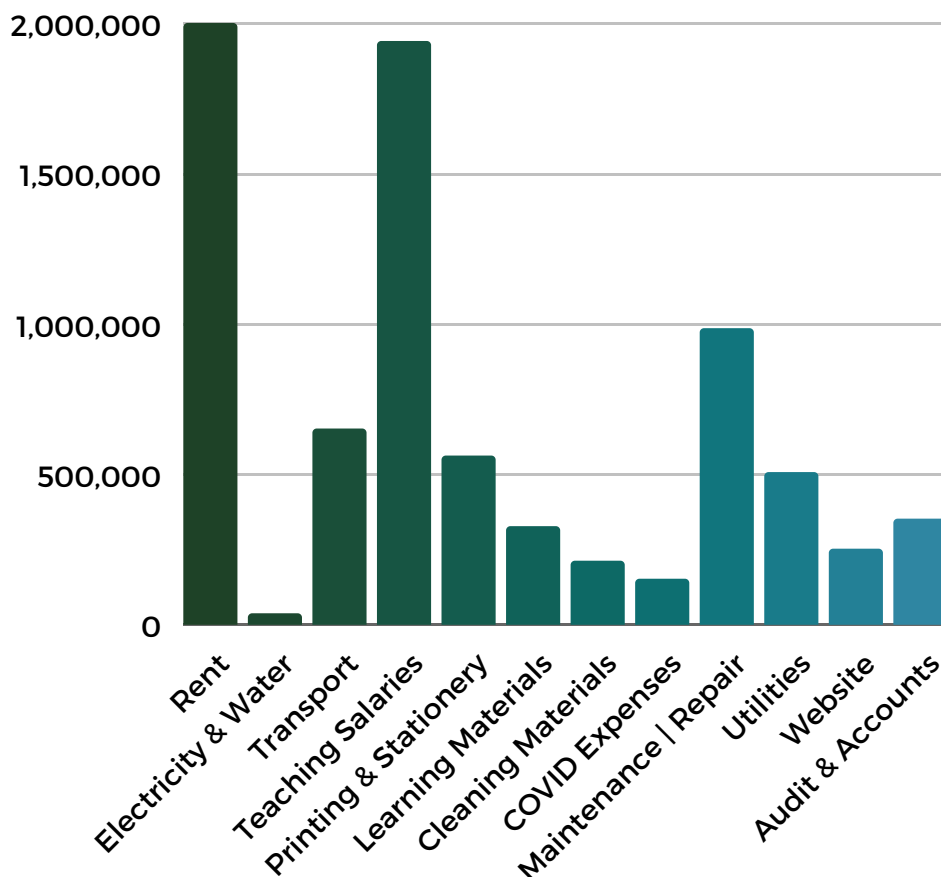
In addition, we supported Lilian Kagaruki via a study grant, covering tuition, books and safe transport to/from college. We also provided financial support while she undertook an unpaid three-month work placement in the Ngorongoro Conservation Area.

We made our final donation of \$2000 to Bassari Children’s Home and wish founder Peter Moosbrugger well as he returns full-time to overseeing the operations of the home and fundraising. For information on how to donate directly to Bassari Children’s Home, please visit <https://www.bassari.de/donations/>

Nina Imani Ltd | Spending (AUD) - Year 30/06/21



Inuka Tusonge Spending (TZS) to 31/12/2020



Co-directors Dianne Elderton, Kathy Hoffman and Dianna Snape all donated their time free of charge to carry out all of the administrative and governance requirements for Nina Imani.

Beatrice, Levina and Gudila also donated their time free of charge. While Nina Imani Directors are happy to continue working on a pro bono basis, they would like to work towards raising enough money to pay the Inuka Tsonge Directors fair compensation for their hard work.

Life Strategies provided pro bono critical accounting expertise, assisting us in preparing our accounts and guiding us through these early stages with clarity and confidence.

As our first Monash intern of the 2021–22 financial year, Erin Brown has contributed towards the compilation of our Annual Report. Martin Heng also kindly donated his time to edit and advise on our 2020 and 2021 Annual Reports.

With hope in our hearts, we are now turning our heads towards 2022, and look forward to sharing our journey with you as we continue to support our direct aid programs in Tanzania.

**Dianna Snape**

OUR DIRECTORS DIANNA SNAPE, KATHY HOFFMAN & DIANNE ELDERTON WORKED TOGETHER TO FUNDRAISE AND MANAGE ALL OF NINA IMANI'S ADMINISTRATIVE AND GOVERNANCE REQUIREMENTS. DIANNA PERSONALLY SUPERVISED ALL OF OUR INTERNS AND LIAISED AND MANAGED OUR PROJECT PARTNERS.

**EVERY SINGLE  
WONDERFUL  
DONOR**

**CARL  
GOPALKRISHNAN  
KINDLY GAVE HIS  
TIME TO REVIEW AND  
PROVIDE FEEDBACK  
FOR OUR ANNUAL  
REPORT**

*Life  
Strategies*

**HAVE DONATED THEIR TIME  
TO PROVIDE CRITICAL  
ACCOUNTING EXPERTISE,  
ASSISTING US IN  
PREPARING OUR ACCOUNTS  
AND GUIDING US THROUGH  
THESE EARLY STAGES WITH  
CLARITY AND CONFIDENCE.**

OUR WONDERFUL  
MONASH INTERNS  
DONATED

**288  
Hours**

OF THEIR TIME TO  
NINA IMANI IN 2020-  
2021

**A BIG THANK YOU TO  
OUR MONASH INTERN  
ERIN BROWN WHO  
CONTRIBUTED  
TOWARDS THE  
COMPILATION OF OUR  
2021 ANNUAL REPORT  
AND ORGANISED OUR  
MT BOGONG  
FUNDRAISER.**

**MARTIN HENG KINDLY  
DONATED HIS TIME TO EDIT  
AND ADVISE ON OUR 2020 &  
2021 ANNUAL REPORT.**

Nina Imani is in its infancy as a charity, but our future holds a great deal of excitement, promise and opportunity to many Tanzanians in our trusted network. Our partnership with Inuka Tusonge has provided a fantastic opportunity to pursue our mission and assist in providing important vocational support for women to develop autonomy and security. While the partnership has been incredibly productive, over the next 12 months there are several goals for the expansion and improvement of the centre and the program, ideally so they can become self-sufficient and self-sustaining.

The centre's current enrolments at the end of the 2021 financial year were 15 students; however, the building has the capacity to hold 20 students. It is our vision to see the foundation operating at maximum capacity and providing the opportunities to as many young women as possible. Currently, all the women attending the centre share just four sewing machines, leading to a great deal of underutilised time. Acquiring six more sewing machines would reduce the ratio from more than seven women per machine down to two, which would lead to greater productivity, increased learning, and consequently a higher level of expertise for the graduates. Similarly, Inuka Tusonge has access to only one small oven to practise and hone their craft. The purchase of a larger oven would allow for a great deal of flexibility in learning and an increased output of goods to share with their families or sell in the village community.

We hope that our assistance to Inuka Tusonge will allow for these improvements over the next 12 months, while ultimately our goal is to fully fund the foundation. The centre currently requires funding of US\$20,000 per annum to operate at capacity and fully fund its operational expenses. The quality of its teaching staff and the support they provide is an integral part of the success of the centre. Currently, teaching staff are taking part-time salaries to work and teach within the centre and we would like to ensure they are rewarded appropriately for their work and efforts with full-time, paid employment to support the centre operating at capacity.

Looking further ahead, Inuka Tusonge has provided a great opportunity for our organisations to partner, grow and learn from one another and become knowledgeable about the requirements of operating a vocational program across continents, especially through the COVID-19 pandemic.

Our longer-term goal is to purchase land and support Inuka Tusonge to build its own centre. We envision a women and girl's refuge being part of the centre to provide shelter in times of crisis and an opportunity for boarding for those students who don't have suitable or stable housing as well as childcare for women's children so that parents can attend training.

The construction and creation of our own vocational centre would provide significant opportunities and the freedom to focus directly on issues pertinent to our goals, as well as providing vital assistance to vulnerable groups. While these are ambitious targets, they will continue to be the focus for our organisation and at the heart of all our work to make a difference to the lives of many Tanzanians, both directly and indirectly.

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## CORPORATE SPONSORSHIP

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Become a corporate sponsor and commit to an annual regular contribution to make a long-term impact in bringing about social change. Demonstrating corporate social responsibility (CSR) has been shown to enhance companies' public value, their attractiveness to potential employees and their employee morale, leading to greater productivity in the workplace. In exchange for your financial support we will provide marketing collateral to help you promote your contribution to our work and create further awareness for both our organisations.

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## MARKETING PARTNERSHIP

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Include a donation linked to your product or service and support us in creating meaningful social impact. In exchange for your financial support, we will provide marketing collateral to help you promote your contribution to our work and create further awareness for both our organisations.

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## FUNDRAISING

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You can raise funds in many ways, and we are here to support you. Contact us to discuss your interests and passions and we can work together on a fun, engaging and fulfilling fundraiser for you and your community.

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## DONATIONS

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Every little bit helps and all donations are always welcome [9]

You can deposit donations directly to our bank account:

**Bank: Bendigo Bank**

**Account Name: Nina Imani Ltd**

**BSB: 633 000 Account number: 170572408**

**SWIFT code: BENDAU3B**

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## VOLUNTEER YOUR TIME

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If you would like to donate your time, please get in touch via email:  
[info@ninaimani.com.au](mailto:info@ninaimani.com.au)

[9] *Nina Imani's status as a deductible gift recipient (DGR) is pending approval with the ATO*

**WE RESPECTFULLY ACKNOWLEDGE THE YALUK-UT  
WEELAM CLAN OF THE BOON WURRUNG AS THE  
TRADITIONAL OWNERS OF PORT PHILLIP, THE LAND  
WHERE OUR OFFICE RESIDES. WE PAY RESPECT TO THEIR  
ELDERS PAST, PRESENT AND EMERGING. WE  
ACKNOWLEDGE AND UPHOLD THEIR CONTINUING  
RELATIONSHIP TO THIS LAND. WE ALSO RECOGNISE THE  
DISPOSSESSION OF THE LAND AND ITS ONGOING EFFECTS  
ON FIRST NATIONS PEOPLES TODAY.**

