
NLNA IMANI



2022
ANNUAL
REPORT

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"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.

Aware that our own success would not be possible without certain opportunities that are easy to take for granted in Australia, we wanted to offer opportunities to others, particularly disadvantaged young women in Tanzania. Nina Imani is Swahili for 'I have confidence' and we aim to support the development of this confidence within the communities we support.

NINA IMANI IS SWAHILI FOR 'I HAVE CONFIDENCE'

Nina Imani co-founder Dianna Snape, through her family ties with Tanzania and an established history of volunteering and fundraising for vulnerable Tanzanian communities, was invited to create a partnership with registered Tanzanian NGO, The Inuka Tusonge Foundation. Beatrice Lyimo a founding Director of the Inuka Tusonge Foundation and Dianna Snape met in 2013 when Beatrice taught Dianna Swahili, forming the basis for an ongoing friendship built on mutual respect and shared ideals.

Through this partnership, Nina Imani provides funding for Inuka Tusonge's vocational training centre supporting vulnerable young women in the Arumeru District. We are very proud to be able to support the work of the Tanzanian directors as they offer young women in their community a safe place for mentoring and learning, while also acting as wonderful role models.

Nina Imani Ltd is registered as an overseas aid fund with the Australian Charities and Not-for-Profits Commission (ACNC). At the time of writing, we have been advised that Nina Imani Ltd meets the OAGDS eligibility criteria and a Ministerial Submission recommending the Foreign Minister declares the NGO an 'approved organisation' under the Income Tax Assessment Act 1997 has been drafted.

OUR VISION

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

OUR MISSION

- 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

Respect, empowerment and independence.



WHY DO VULNERABLE TANZANIAN WOMEN AND GIRLS NEED OUR HELP?

Education and economic security are basic human rights. As humans, we need to feel safe and secure, to feel we belong, to feel that our lives are stable, and to have a sense of direction and hope for the future.

Economic insecurity affects everybody at some point. But for some people, this is a lifelong condition with no hope of escape. This has serious consequences for their own well-being, as well as for that of their families and communities. The worst part of all this? So much economic insecurity is unnecessary. We could do so much more at international and national levels to reduce it. It starts with trying to level the playing field by increasing opportunities.

DIFFICULTIES FACED BY SMALL BUSINESSES IN TANZANIA

- In Tanzania, only 7% of the population are employed in the formal sector and get paid regularly.[1]
- Tanzanian small business enterprises are constrained by limited capital, poor market accessibility, low entrepreneurial knowledge and a bureaucracy that hinders growth.[2]
- There are further major entrepreneurial challenges in the Arumeru region, where the efforts of Nina Imani are currently focused, including a lack of collateral and start-up capital, strict microfinancing conditions, high interest rates, small loan sizes, and negative attitudes towards female entrepreneurs – despite the known benefits to female well-being of small business ownership. [3]



ADDITIONAL DIFFICULTIES FACED BY GIRLS AND YOUNG WOMEN

- While Tanzania has achieved approximate gender parity in primary level education, girls are underrepresented at secondary level. Just over one in four Tanzanian girls complete their secondary education with the gap widening further at the tertiary level.[4]
- Poor menstrual health management (MHM) affects women's physical and mental health; school performance and attendance; and the environment. Improving MHM – which involves education of the wider community to prevent menstrual shaming, greater access to clean water and toilets, and improved availability of menstrual products – helps the entire community but especially women's well-being.[5]
- More than 20% of all women aged 15 to 49 have experienced physical violence in the last year (40% in their lifetime), and about 75% of children experience physical violence from a relative. Additionally, 58% of women and 40% of men believe a husband is justified in hitting his wife under certain circumstances. [6]
- Research has demonstrated that a 90% increase in women-owned businesses correlates with the introduction of micro-finance. This increase in economic autonomy results in an estimated 80% reduction in female sexual assault.[7]

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

[2] Jesca Mhoja Nkwabi and Leodger B Mboya, 'A review of Factors Affecting the Growth of Small and Medium Enterprises (SMEs) in Tanzania', *European Journal of Business and Management*, 2019.

[3] Samuel J. Kabote. 'Influence of women entrepreneurs characteristics on personal well-being in Arumeru District in Tanzania', *African Journal of Business Management*, June 2018.

[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] Lund University Centre for Sustainable Studies, 'Towards sustainable Menstrual Health Management in Tanzania', 2018.

[6] World Bank, 'Tanzania Gender Assessment' and 'Tanzania Gender-Based Violence Assessment', 2022.

[7] James Kesanta and Billy Andre, 'Impact of women empowered through Community Savings Groups on the Wellbeing of their Families: A study from Mgubwe, Tanzania', *Interdisciplinary Journal of Best Practices in Global Development*. April 2015.

WHO WE'RE HELPING

Arusha Rural District and Meru District (which together were formerly Arumeru District) have a combined population of just over half a million people. They are two of six districts which form the Arusha Region in northern Tanzania. The Meru district economy is almost entirely agricultural, consisting mostly of subsistence farming and raising livestock. In Meru, girls are still valued primarily for their ability to perform household duties and give birth, with many girls lacking education and employment prospects. Education is often a predictor of other quality-of-life factors such as economic productivity, food security and overall health. As education creates a foundation for overall family health and economic opportunities, prioritising education for girls is critical for the future development of the district.

In cooperation with ward officers and village committees,

Inuka Tusonge directors select the most vulnerable girls for enrolment at the centre.

These are usually orphaned girls, girls being supported by elderly/weak grandparents, girls from single parents, girls from families whose surviving parents are sick with chronic disease, and girls from very poor households. After selection the directors conduct an interview outlining the program and what is offered to, and expected from, the students. Successful candidates complete an enrolment questionnaire and agree to a code of conduct based on commitment and mutual respect.

By supporting our fundraising efforts, you're helping empower these young women through vocational training and education. In return, these young women send you their appreciation and best wishes.



'I was a student of Inuka Tusonge but now I have graduated. I would like to express my gratitude for all people who give their time, advice and money to help, and for those who are ready to continue supporting us. Thanks very much.'

– **Lidya**

'I am here to express my gratitude to all things you do to support us. You are working hard... volunteering your time to help girls who are coming from disadvantaged families. I appreciate it so much. God bless you.'

– **Jackline**

'I have learnt a lot from Inuka Tusonge. I did not know much about myself but now I do. I would like to say thanks very much for all your support, wherever you are, what you have been doing, your money, your strength just for us. May God increase what you have. Asante.'

– **Faith**

'At Inuka I have learnt many things – baking a variety of cookies, tailoring and hair braiding. I would like to send my gratitude...you volunteer your time, work and leave your family for a while just to support us. I have nothing to give you in return, but I will pray for you. Asanteni.'

– **Faith**

'I have graduated from Inuka Tusonge, I have learnt a lot from Inuka and I can stand by myself to do something now. I would like to express my thanks for those who volunteer to help us.'

– **Merline**



OUR SUPPORTERS

CORPORATE SPONSORS

We welcome like-minded organisations to support the work our sisters at Inuka Tusonge are doing for women. We are absolutely thrilled to announce that Alika Africa has joined with Nina Imani as a project sponsor. Alika Africa Director Stacy Readal (based in the USA) met Nina Imani Director Dianna Snape more than a decade ago, and it was Stacy who introduced Dianna to Beatrice Lyimo to learn Swahili.

Alika Africa are donating US\$50 per safari and their first six-monthly donation was marked by Stacy and her daughters reuniting with Dianna and enjoying a visit to the centre, warmly welcomed by the students and staff. All visits from our directors and sponsors are personally funded.

Across three continents, these women share a friendship and passion for Tanzania and a motivation to support vulnerable women.

OUR DONORS

We wouldn't be able to do what we do without the continued support of our incredible donors. To all our donors and wonderful supporters: together we have all made a difference increasing our capacity as an organisation to effect meaningful social change, and for this there are no words greater than 'thank you'. Sincerely, we couldn't do what we do without your help.



MONTHLY DONATIONS

This year, we extend a very special thank you to William (Bill) Holdsworth. Bill is Nina Imani's first monthly donor, and we truly cannot express how important and helpful that is to us and the students of Inuka Tusonge. It costs only \$700 to fund six months of vocational training for one student. That's around \$115 a month, \$29 a week, and \$4 a day – less than a coffee here in Australia! With six monthly instalments you could change a vulnerable young woman's life forever. We are happy to provide personal updates on how the student you're supporting is progressing through their course.

With your help, we can increase the capacity of the vocational centre, and start shifting our focus towards expanding the centre to include a women's refuge and childcare facility.

Thanks again to Bill for pioneering this commitment to Nina Imani and Inuka Tusonge! We encourage others to follow your lead.

MT BOGONG HIKING FUNDRAISER

We express our sincere appreciation to all those who participated in our Mt Bogong overnight hike in November 2021 :

Kathy and Alex Hoffman, Georgia Elderton, Di Elderton, Dianna Snape, Sharyn Cairns, Caroline Morgan, Jason Martin, Jack Gao, Karina Clarke, Berengere Peignoux, Cindy James, Alexandra Aulich, Esther Aulich and Lisa Smithies

Through your fundraising you helped spread the word about Nina Imani's mission to your communities, but not only that: the money you, your friends and family raised will help us to establish a pathway for graduates by leasing a small shop and purchasing equipment so graduates can transition from training into small business. Well done to everyone! We couldn't be more grateful!

Nina Imani was blown away by the success and support of this fundraiser. Emerging from one of the world's longest lockdowns, 15 amazing humans helped raise over A\$18,000 to support our partnership with Inuka Tusonge.

Mt Bogong is Victoria's tallest peak at 1986m. The hike was 21.4 kilometres in total and took approximately 10 hours to complete, with an overnight camp at Mitchell Hut.

The weather was less than perfect on the first day, but all 15 participants performed admirably and completed the hike in high spirits. We would like to congratulate and thank everybody involved in the hike! A special thanks to Caroline Morgan and Melinda Green who supported Dianna with a trial hike of the track a fortnight before.

All the money raised is being used to fund the ongoing operating costs of the Inuka Tusonge foundation centre in 2022, which will help support vulnerable young Tanzanian women along with assisting to further develop our impact by establishing pathways for their graduates.

Thanks again to all our hikers. We couldn't have created such an impact without you! Thanks also to Di Elderton for the beautiful PDF she created as a memento for everyone who participated.



NEWPORT SLSC TRIVIA NIGHT SPONSORS

On Saturday 25 June family, friends, friends of friends and new friends travelled from near and far to join Kathy and Alex Hofmann for a Trivia Night fundraiser in Newport, Sydney. The night was not only a lot of fun but also a huge success, raising over A\$11,000.

We would like to extend a special thanks to Kathy and Alex and their family and friends for an amazing night and to all who attended and donated.

Thanks, too, to the Newport Surf Life Saving Club, Bev Barnes and the whole team, and the wonderful bar staff who helped out on the night. Not only did the club allow us to use their fantastic premises and equipment, they also helped to create the atmosphere and support that really made this such a successful event.

We were completely overwhelmed by the generosity, open-heartedness and spirit of giving that everyone encountered while gathering together the contributions from so many local businesses who sponsored this event, donated prizes for raffles and silent auctions, and floored us with your support for Nina Imani.



SPONSORS AND PRIZE DONORS

All of these amazing businesses and people contributed to allow us to run the silent auction as such a success and pull together prizes for games and large hampers for main prizes. Thank you!

4 Pines | Anica Hofmann Photography | Bucketty's Brewing Co | BWS | Chambers Cellars | Charlis Newport | Church Point Store | Community Pharmacy Newport | Core Culture | Devitt Wholesale Meats | Duncans | Em & Co Hair Studio | Encore | Frucor Suntory | Home & Away | Inspire Pilates and Inspire Yoga | La Boqueria | Le Petit Marche | Liquid Learning | Lovat | Mirage Newport | Mitch and Mark HOME | Mrs Robertson Wine Bar | Nada Herman Artist | Officeworks | Pittwater Golf Centre | Pocket Prints | Portfolio Hair | Queen Esther | Rob Caldwell and Jules Brooker for their Air BNB donation | Sahar Restaurant | Saigon City | Sankaku Izakaya | Sundial Urban Cellar Door | The Collective | The Final Cut | The Throwing Room | United Cinemas | Vida Loca Waterfront restaurant | Zubi

FOOD AND DRINK

Newport SLSC | Oven Lovin' Pizza | Hong Kong Restaurant | Brot & Wurst | La Boite a Fromages Cheese on Wheels from Balgowlah | Free Range Butcher | Coles Newport | Forestway Fresh | Dope Fusion

SPECIAL MENTIONS

Thank you to all the Hofmann-Taylor and Hunter-Hogden family members for their great help on the night to make it such a success. Special thanks to Anthony and Alex for trivia-mastering, Samantha Taylor for all the setup help, Anika Hofmann for photography and all the rest of the family for food and beverage service and clean-up. Thank you to Yuri and Val Mavridis for being so amusing and entertaining, which helped to make the event such a success. Thank you to the Throwbacks for your musical contribution which got everyone up and dancing! And very special thanks to Peter Gale for running a fabulously fun prize-winning game.

CELEBRATION DONATIONS

Thanks to Brett Boardman whose only request was that his entire and generous donation was to make sure that the students got a fabulous Christmas Party. Thank you Brett: your donation gave the girls a delicious meal, soft drinks & music. We also managed to give students and the facilitators 1L of cooking oil, 1kg of flour and 2kg of rice each for Christmas to share with their families.

SUPPORTING THE INUKA TUSONGE FOUNDATION

INUKA TUSONGE IS SWAHILI FOR 'STAND UP AND MOVE FORWARD'.

STANDING UP AND MOVING FORWARD: EMPOWERMENT AND INDEPENDENCE. THIS CONCEPT IS ULTIMATELY WHAT LIES AT THE HEART OF NINA IMANI'S ONGOING PARTNERSHIP WITH OUR 'SISTER' ORGANISATION, THE INUKA TUSONGE FOUNDATION.

Inuka Tusonge was founded in January 2020 by three tertiary-educated Tanzanian women who identified a gap in education provision for vulnerable women and girls in their community. They opened their vocational training centre in Arumeru District with help from a local women's organisation. 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 so they can acquire valuable life skills and improve their overall employability. Prior to attending the centre, students had few opportunities to earn money or further their learning.

Now, they are setting goals to create their own small businesses, find gainful employment or continue to further education.

As our donors might already know, we call Inuka Tusonge our 'sister' organisation, because our goals, visions and mission are very closely aligned. We started our support for this foundation in our inaugural year and the impact of our financial support has been amazing to witness.

The brilliant efforts of Beatrice, Levina, Gudila and the dedicated teaching 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.

Due to ongoing financial support from Nina Imani, Inuka Tusonge's vocational centre is providing skills-based training in areas such as tailoring, cooking and baking, hairdressing and beauty therapy, vegetable cultivation, and English language proficiency, each delivered by skilled facilitators.

Young women enrolling in Inuka Tusonge courses agree to the centre's rules, ethics and expectations. Self-respect and hard work enable these young women to build a future for themselves and Tanzania.

Each program at the vocational centre runs for six months, and upon graduation, students are invited to participate in further mentoring designed to help them transition from the classroom to the workforce. The Inuka Tusonge Foundation's mentoring program also helps former students identify how to use their new skills to help secure their future financial independence and security. The process fosters a cycle of learning that helps each student become a strong advocate for women to help build a more empowered and resilient community.



SUSTAINABILITY

Inuka Tusonge invests in and cultivates a vegetable garden so students can learn to grow, prepare and cook their own food, providing immediate and long-term benefit to themselves, their families and the environment.

Nina Imani directors are also continually working to develop long-term sustainable practices for the centre. Nina Imani recommended Inuka Tusonge move away from the provision of traditional sanitary pads for the students to reusable pads. Through an Australian volunteer relationship, we were able to introduce the centre to a local Tanzanian woman producing reusable pads. Beatrice, Levina and Gudila have received feedback about the pads from the students and are working with the provider to improve the design.

Climate change is altering the rainfall patterns in Tanzania. Dry spells are increasing, with rainfall becoming less frequent and water scarcity becoming an increasing problem. Inuka Tusonge are working with local government agencies to educate the students about sustainable farming practices.

GUEST PRESENTERS

Regular vocational-based learning is being complemented by guest presentations from community leaders, qualified practitioners and inspirational role models.

Dr Rehema taught the students about sexual health, family planning, the dangers of HIV/AIDS and how to protect themselves from contracting it. Sessions were also presented on MHM, including the provision of reusable sanitary pads produced by a local Tanzania woman for all the students. Nina Imani worked closely with another Australian volunteer to introduce this sustainable opportunity to the centre. We are extremely proud of this initiative: collaborating with like-minded others to support a local Tanzanian businesswoman.



In July 2021 Lilian Kagaruki (our study grant recipient) returned from her three-month work placement in the Ngorongoro Conservation Area and gave an inspirational talk to the girls about her experience studying and completing her work placement. Lilian shared the highs and lows and the resilience it took to complete this important transition in her life. In return, the girls demonstrated their baking skills and the session closed sharing food together.

Inuka Tusonge directors are constantly working on the ground in Tanzania to tap into local opportunities. In September 2021, they worked together to facilitate and host a two-day business symposium at the centre, presented by agricultural experts from the Tanzanian Agricultural Research Institute (TARI). The presentation covered both theoretical and practical aspects of bean farming for both gardens and larger farms. They covered legal certification and provided valuable insights into starting a business. The girls learnt how to store food and good hygiene practices. The symposium helped the students envision how they themselves might become self-employed and gave them important information about the agricultural sector.

Through the vegetable garden established at the centre in 2021, students have been able to put their learning into practice, eventually being able to cook what they had grown, making dishes such as sambusa na kababu (samosas with kebabs) and bean soup.



In February 2022, our friends at KPAP sent two female porters to the Inuka Tusonge vocational centre to share their experiences and inspire more young women to consider a future career on the mountain. These young women are proving they have the strength and resilience to join the traditionally male-dominated crews summiting Mt Kilimanjaro, the world's tallest free-standing mountain.

Emmy Kimario and Asifiwe, gave a three-hour presentation to the students about the professional skills required for mountain trekking. They discussed the preparation required and the challenges of being a woman on the mountain, including altitude acclimatisation and sexual harassment.

Emmy is a single mother who has 10 years' experience as a porter. She comes from an underprivileged background but has become a successful business woman and is famous as the first female porter to ever climb Mt Kilimanjaro, opening the door to the many Tanzanian women porters today. Asifiwe is an experienced former porter and now a mountain guide. She is a mother and very experienced in juggling the roles of motherhood and mountain trekking!

This was a very successful event attended by 17 past and present students, an Inuka Tusonge facilitator, a director and two facilitators from the Kilimanjaro Porters Assistance Project (KPAP). Inuka Tusonge graduate Diana, who climbed the mountain with tour operator Alike Africa, shared her experience and how hard it was, but praised the support she received and felt proud of the resilience she garnered to make it.

In April 2022 Topista presented to the students about healthy eating and experimenting with simple salads. Malnutrition deeply affects the health of Tanzanians, since starchy staples make up 70% of their diet.



EXCURSIONS

In October 2021, students were able to visit an exhibition on female entrepreneurs at Njiro Place, where they also had the chance to see in person Tanzania's first female president, Samia Suluhu Hassan. Women demonstrated a variety of skills such as how to print and dye fabric and make labels, use waste fabric to make table mats, weave baskets, create Maasai jewellery, and make soaps and shampoos. This excursion wasn't just a great learning experience but a real motivation and example of what is possible. The students learned about some of the difficulties involved in starting a business but were ultimately inspired and motivated by all the exhibitions had to offer. Some students also exchanged phone numbers, helping them develop lasting network connections – invaluable for new entrepreneurs.

In June 2022, students visited TCDC Training Institution to learn more about working in large commercial kitchens and restaurants. They watched demonstrations of hotel dining room service, were introduced to different types of drinks and coffees, and tried out some new recipes. These types of opportunities help students to envisage new career paths working in Tanzania's growing tourism and hospitality sector.



EMPLOYMENT

Alika Africa director Stacy Readal shares our vision to assist Tanzanian women into the workforce and students were invited to join a crew climbing Mt Kilimanjaro as a paid porter. Inuka Tusonge student Diana rose to the challenge and successfully completed the seven-day hike carrying 15kg. Mountain guide Isa Urrio generously donated his time to mentor and support Diana in preparation for the climb helping her secure her porter's license and supporting her with clothes and equipment for a comfortable and safe climb. The Alika Africa crew welcomed and supported Diana up the mountain. Credit goes to Beatrice Lyimo for all her time in connecting everyone to make this opportunity possible.

Inuka Tusonge student Vaileth worked as an office assistant at Inuka Tusonge from July 2021 until December 2021 learning basic computer skills, Microsoft Word and touch typing under the supervision of Director Gudila.

- Jackline is now employed as a cook at Uzunguni Park in Kawawa Moshi.
- Aneth is now working as a hairdresser at CDTI college salon.
- Rachel has found employment in Dar es Salaam at Jasmine Cafeteria.
- Jenifer is working part-time as an office assistant for Inuka Tusonge.
- Lidya Is working as shopkeeper at the shop of her uncle in Arusha.
- Inuka Tusonge directors found a placement for Irene at Johtond's Fashion where she received further training.



SMALL BUSINESS START-UPS

Graduates Merline and Loveness started their own small businesses making food to sell in their communities. Merline makes bagia, a spicy battered potato snack. Loveness makes mandazi, a soft doughnut-like treat and works part-time at a salon near her home. Inuka Tusonge is continuing to mentor and support graduates like Merline and Loveness to help them sustain and grow their businesses.

Faith has joined her mother in business selling vegetables and Doreen is braiding hair at home in Sanya juu.

STAFF

In November 2021 Prisca Makishe, the chef who taught cooking at Inuka Tusonge since the centre opening, found a full-time job in Manyara. The directors interviewed several applicants and chose Harrison Peter to replace Prisca. We are very grateful for all the work Prisca has done so far and we wish her well in her new job. (All staff at the centre have police checks and sign a code of conduct.)

CHALLENGES

Transport is one of the biggest obstacles for students, who live up to 5km from the centre. They often need to leave home at 6:30am in order to walk to the centre by 8:30am to start their lessons. There is no public transport available at that time and the cost of a motorcycle is 5000TSH one way. It is our goal to buy a small van to provide transport for the students.



NINA IMANI STUDY GRANT

We have been proudly supporting Lilian Kagaruki with study grants for the last two years. Our funding provided Lilian with important basics such as tuition, uniforms, books and safe transport to and from college while she successfully completed a 12-month tour guiding course at SILA college in Arusha to improve her opportunities to generate work and income.

Throughout her course, Lilian also successfully completed a three-month unpaid work placement in the Ngorongoro Conservation Area. 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.

Unfortunately, due to the impacts of COVID-19, the tourism industry in Tanzania is still yet to fully recover. In the meantime, Nina Imani has further supported Lilian in completing a six-month hotel management course at SILA College to improve her opportunities for employment once tourism revives in Tanzania. Through this course Lilian was selected to participate in an internship at the Four Points by Sheraton in Arusha, giving Lilian valuable insight into how a hotel kitchen and service operates.

With our funding for driving lessons Lilian successfully passed her driving exam and now has her licence. Beatrice Lyimo from Inuka Tusonge provided mentoring to assist Lilian prepare a resume and Nina Imani has provided a reference to assist Lilian in looking for work in tourism.

We couldn't be prouder of Lilian for her commitment to her studies and we thank our donors for their support in helping her work toward her goals.



CARE & EMPATHY

We believe in the power of caring, supportive environments. Our work doesn't just end at the provision of funding. The Inuka Tusonge centre's care extends beyond the centre, helping take responsibility for the health of all staff, students and their families. We especially do our best to help them overcome obstacles in their path.

One student, Jenifer, is only 19 but has taken on the care of her family since her mother's death last year. Her father is unable to work and suffers memory loss. Her youngest brother is only five years old and goes around the market selling bags to customers; if he gets some money he buys something to survive on for the day. This, of course, makes learning difficult for Jenifer. With our financial support, Inuka Tusonge managed to donate 15kg of rice, 3kg of sugar, 3 litres of cooking oil, 3kg of beans, and some soap to help Jenifer and her family. This has helped Jenifer feel more supported and she is managing to attend classes more regularly.

Another example is staff member Harrison Peter. In February 2022, Harrison fell ill with appendicitis and was rushed to hospital for emergency surgery. He struggled to recover after the operation and was readmitted to hospital after complications. Harrison has no family support as he was abandoned as a young child, so the Inuka Tsonge directors visited him in hospital to offer emotional support. However, they soon realised he was under additional strain as he was worried about paying his hospital bills. After speaking with Nina Imani, the Inuka Tusonge Foundation were able to help share Harrison's medical costs. He has since made a full recovery and is back at the centre helping to improve the lives of others.

It's this kind of selflessness which both Nina Imani and Inuka Tusonge hope to foster within our organisations. Each volunteer, member of staff and student should know they are loved and supported to the best of our ability. Together, a community that has time to grow and flourish can move mountains.



2022 - 3 YEARS STRONG

Three years strong! Resolute in our mission to continue this immensely rewarding work, we have continued to provide ongoing support to young Tanzanian women and girls. We've also seen how the donations made to Nina Imani are changing lives: helping to promote confidence and economic empowerment through vocational training, education and the development of new skills that help these young women now and will continue to do so in the future.

Even as the economic effects of the COVID-19 pandemic fade in many countries, many in Tanzania are still living below the poverty line. According to the World Bank, women in Tanzania suffered a greater financial impact than men due to the pandemic, just as they did in many other countries. While 58% of male household members are reportedly in employment, only 42% of female household members are. Fortunately, things are beginning to improve.

We were very pleased to see the November 2021 announcement that young women in Tanzania who become pregnant while still at school will no longer be expelled. Young mothers will also be allowed to continue their education after giving birth. This is an important step forward in providing educational opportunities and training to those in need.

Australia has continued to decrease spending on foreign aid, falling behind several leading nations over the last decade. As we recover as a nation from the impact of COVID, we hope for improvement in our foreign aid spending to support vulnerable communities overseas.

This decrease in aid highlights the importance of the work of private, individual charities like Nina Imani. Our mission as a charity is to help support those in need, and we can only do this with the support of our donors and our hardworking volunteers. Together, all of us can help those more vulnerable than ourselves. We are always working with the directors of Inuka Tusonge on developing our impact and finding pathways for graduates. Together we developed a strategy to open a small restaurant in the latter half of 2022. This will allow graduates the opportunity to put their cooking and business skills to the test in a safe and supported environment, transitioning from vocational education into small business. Nina Imani is providing the funding to renovate and rent the premises, as well as the equipment needed to service the restaurant. We are very excited by this additional support for graduates. We also introduced two further grants for study or work placement for the most outstanding students in our July 2022 graduation to encourage and support them with further study and/or transport to continue to develop their skills. Our goal is to go beyond short-term help. The restaurant is an important step towards longer-term support for transitioning graduates toward self-sufficiency.

Our longer-term vision is to explore growth options to expand the centre to include the capacity to provide childcare for single mothers and temporary accommodation, so all women regardless of their circumstances can engage effectively in vocational training. The biggest obstacles to attendance in our experience are transport to/from the centre and childcare.

2022 - 3 YEARS STRONG

If we can effectively address these issues, we can support single mothers and women challenged by living remotely.

We have begun our research for expansion and the Inuka Tusonge directors have been looking at land and have had a local architect produce a building design and budget. We will also compare this option with the option of renting a larger premises of existing buildings and assess which is the better option that allows up to serve our core purposes of helping vulnerable women.

Our focus is on expanding and adapting the centre to support the challenges that affect enrolment and attendance. We look forward to a promising year ahead as the world recovers from the pandemic.

Thank you to everyone who has supported us through such challenging years, and we hope that even more doors will open to further expand our capacity.



OUR OUTCOMES

Through our funding of the Inuka Tusonge Vocational Centre and other related projects, we've hit some new milestones in the 2021 - 2022 year.



Local community engagement with guest lecturers and excursions



Garden, restaurant, more sewing machines & assets purchased



Localised symposiums and training



Supporting graduates with gainful employment and internships



77% increase
in funds raised



Humanitarian support for staff and students



1

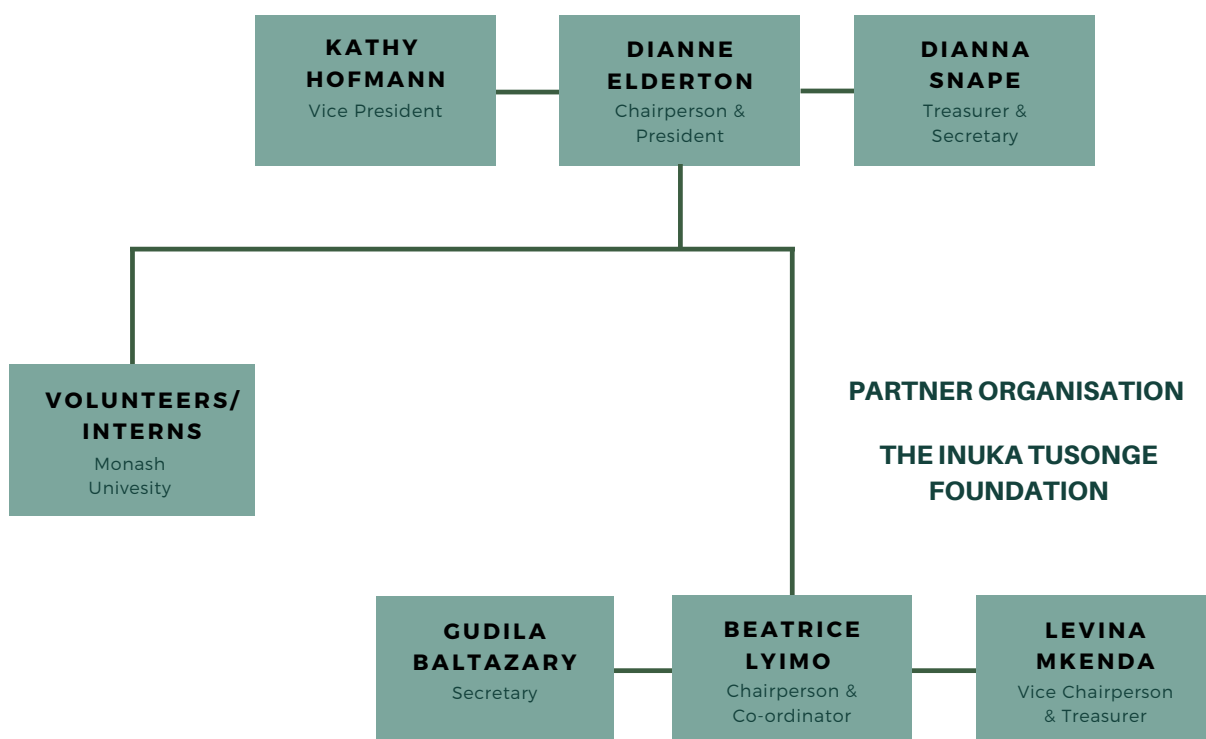
College graduate + Driver's Licence



10 Students graduated from Inuka Tusonge in November 2021

STRUCTURE & MANAGEMENT

NINA IMANI LTD. DIRECTORS





Dianne Elderton



Kathy Hofmann



Dianna Snape

DIRECTORS

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. Kathy and her family organised and managed the trivia fundraiser in June, raising over \$13,000.

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. Dianna manages all of the administrative and governance tasks, as well as the projects in Tanzania.

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

INUKA TUSONGE FOUNDATION



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.

MONASH INTERNS

We have once again been incredibly fortunate to have been able to partner with Monash University's Work Integrated Learning Program (WIL).

This year, as part of the WIL Program, we have hosted four amazing interns: Erin Brown, Adam Coulton, Jack Conlan and Nick Savage, each of whom completed 144-hour placements under the supervision and guidance of Dianna Snape. Each student brought different skills and experience to the table and worked admirably in helping Nina Imani achieve its goals.

It's never easy joining a new charity, and it's a complex environment. However, all our interns proved to be valuable assets to the team, and so it is important we acknowledge the significance of the work conducted over their respective internships. We have been able to take significant forward strides in the past 12 months, and this would not have been possible without their contributions.

Thanks to their efforts, we have been able to professionalise our internal operations and formulate important governance structures and policies. They have also helped us make greater application of research to our programs, ensuring that our work continues to be underpinned by best-practice understandings of international development.



MONASH
University

MONASH
ARTS

Erin Brown – Master of Public Policy student, specialising in public administration. Erin did considerable work evolving our grants research and applications. She also helped create our intern privacy and confidentiality agreement and did all the preliminary work for our Mt Bogong Fundraiser including researching fundraising platforms, producing promotional material, and organising logistics. Erin also contributed to producing our 2021 Annual Report by creating our governance diagrams, impact diagrams, Supporters page and collating our Treasurer’s report.

Adam Coulton – Double degree in a Bachelor of International Business and Arts, majoring in International Relations. Adam helped to organise templates for our monthly reports and conducted research relating to loan programs and the microfinance sector, to help us support the economic empowerment of vulnerable Tanzanians.

Jack Conlan – Master of Public Policy student
Jack developed our fundraising practice document and revised our partnership agreement. He drafted our fundraising standard practice document and helped source volunteers for fundraising activities and create our intern info pack. Jack also undertook several research assignments including rates of poverty, gender parity and the economy of Tanzania.

Nick Savage – Master of Public Policy student, specialising in sustainability
Nick helped research and summarise essential facts for our website, and was also responsible for sourcing, organising and applying for grants.

We would like to take this opportunity to formally thank all four interns 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.

A WORD FROM OUR INTERNS

Erin Brown

Master of Public Policy student, specialising in public administration.

This internship has been such an incredible learning experience for me as a young professional. I wasn't sure international development was truly my calling following the completion of my undergraduate studies but working with Nina Imani as part of my post-graduate endeavours has unexpectedly reignited my passion for development and charity work. For this, I am extremely grateful. To Dianna in particular, thank you so much for your constant support and encouragement throughout my placement. Your passion and unwavering commitment to creating opportunity and facilitating change drew me in from our very first phone call, and as I depart, I am certain that with you at the helm, Nina Imani will continue to grow and do incredible things to help lift vulnerable Tanzanians out of poverty and conditions of disadvantage. This internship has provided an incredibly memorable final chapter to my academic story, and I now feel ready to go out there and tackle the big bad world all on my own. I hope my contributions continue to serve Nina Imani going forward, and I wish everyone involved the very best. I can't wait to see what Nina Imani can achieve in 2022 and beyond." - ERIN



Nick Savage

Master of Public Policy student, specialising in sustainability.

"I couldn't be prouder to have worked with Nina Imani. While International Development wasn't a focus of mine, I found that the skills I've learned throughout my time at university were applicable to most of the tasks assigned to me here at Nina Imani, and those times where it wasn't, I got the opportunity to learn more about the sector and grow professionally.

I'm particularly proud of my contributions to Nina Imani's website, and hope that it helps donors to better understand Nina Imani's mission, why their work is necessary, and why donors should donate to Nina Imani's cause. I hope to see Nina Imani grow and flourish, and I wish everyone luck in their mission to one day build their own vocational centre." - NICK

**Jack Conlan**

Master of Public Policy student, specialising in public administration.

"As I am a public policy student, a large focus of my internship was directed toward consolidating best practice and governance documentation. It was initially a challenge to transition into the unfamiliar not-for-profit sector, particularly because working with a smaller organisation like Nina Imani meant I was exposed to the many different sides of charity work – many of which I was unused to. The most rewarding work I did for Nina Imani as an intern, was in strengthening their governance documentation – in particular, the work I conducted on developing partnership agreements and grant agreements. I feel a strong sense of ownership for the work I did on these documents and hope Nina Imani can use them as a foundation upon which to build lasting relationships with sponsors, donors and future students." - **JACK**

**Adam Coultan**

Double degree in a Bachelor of International Business and Arts, International Relations major.

"It was my privilege to intern with Nina Imani as it provided a fantastic opportunity to apply my theoretical knowledge to create positive social change. The ability to work across many diverse aspects of the organisation and influence development action internationally was immensely fulfilling. I loved interning with a smaller organisation as each project could be begun and developed all the way through to implementation, a pleasant change from self-contained academic assessments. Nina Imani's partnership work with Beatrice and Inuka Tusonge is inspiring and I'm excited to see what the future holds as they continue to grow together." - **ADAM**

FINANCIALS

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 raised **\$28,624** this financial year, up from \$16,163 in the previous financial year – a 77% increase that speaks to the extent of our commitment, as well as the support we received over the past 12 months. We raised this money through our Mt Bogong hiking, trivia night and Instagram fundraisers, as well as individual donations. This has allowed us to expand the scope of our support in Tanzania, and the money raised is helping us to establish pathways for graduates.

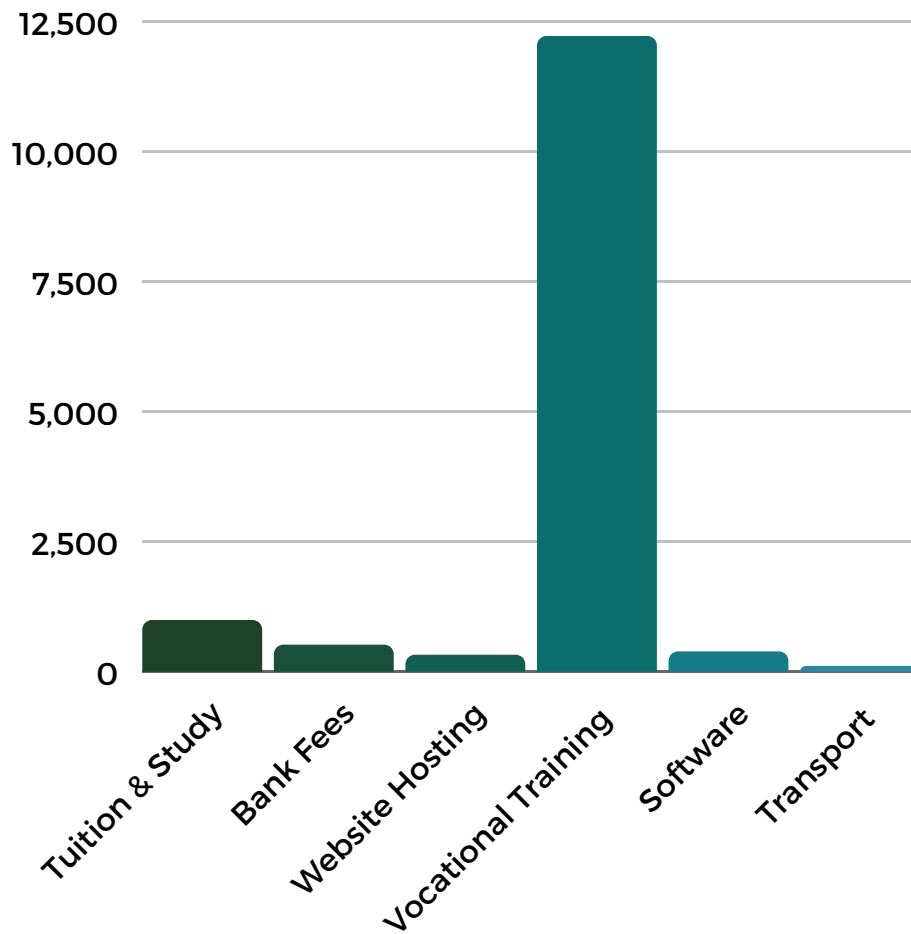
As always, our donations contributed to the annual operating costs of running the Inuka Tusonge vocational centre in Arumeru, including rent and wages, and facilitated the procurement of valuable assets and classroom resources such as sewing machines, an oven and a desktop computer. The money we donated this year accounted for 40% of our total funding.

Furthermore, we supported Lilian Kagaruki with 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 and funded a subsequent six-month hotel management course to help further improve her career prospects whilst Tanzania's tourism industry slowly heals.

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

NINA IMANI

Nina Imani Ltd | Spending (AUD)
Year 30/06/22



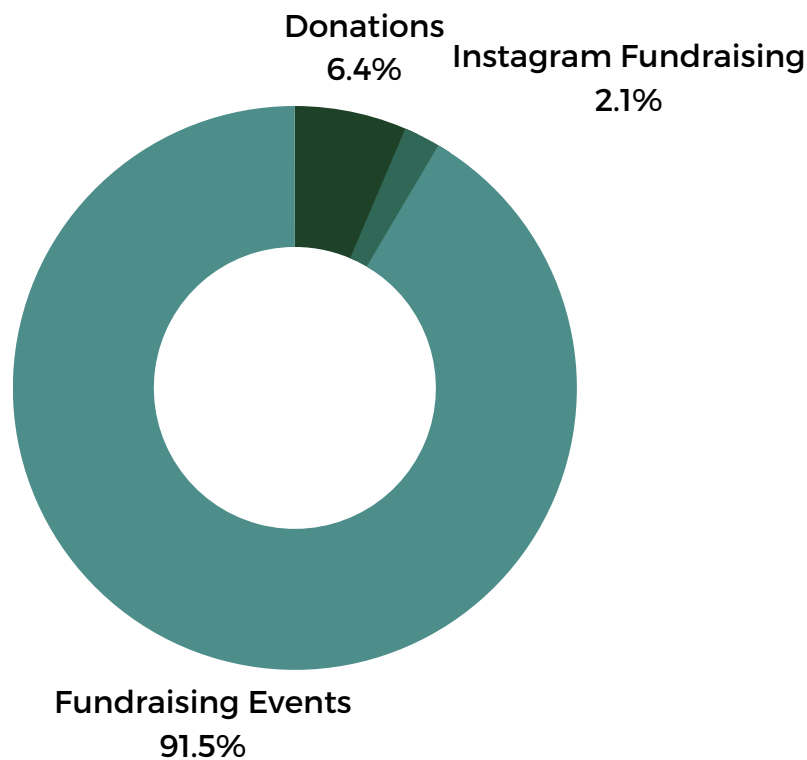
Beatrice, Levina and Gudila also donated their time free of charge. While Nina Imani Directors are happy to continue working on a pro bono basis, they have committed to introducing director sitting fees and a salary for Beatrice as the Project Coordinator beginning in July 2022 to ensure Inuka Tusonge directors in Tanzania get fair compensation for their hard work.

With hope in our hearts, we are now turning our heads towards 2022–2023, and look forward to sharing our journey with you as we continue to support our direct aid programs in Tanzania.

Dianna Snape - Treasurer

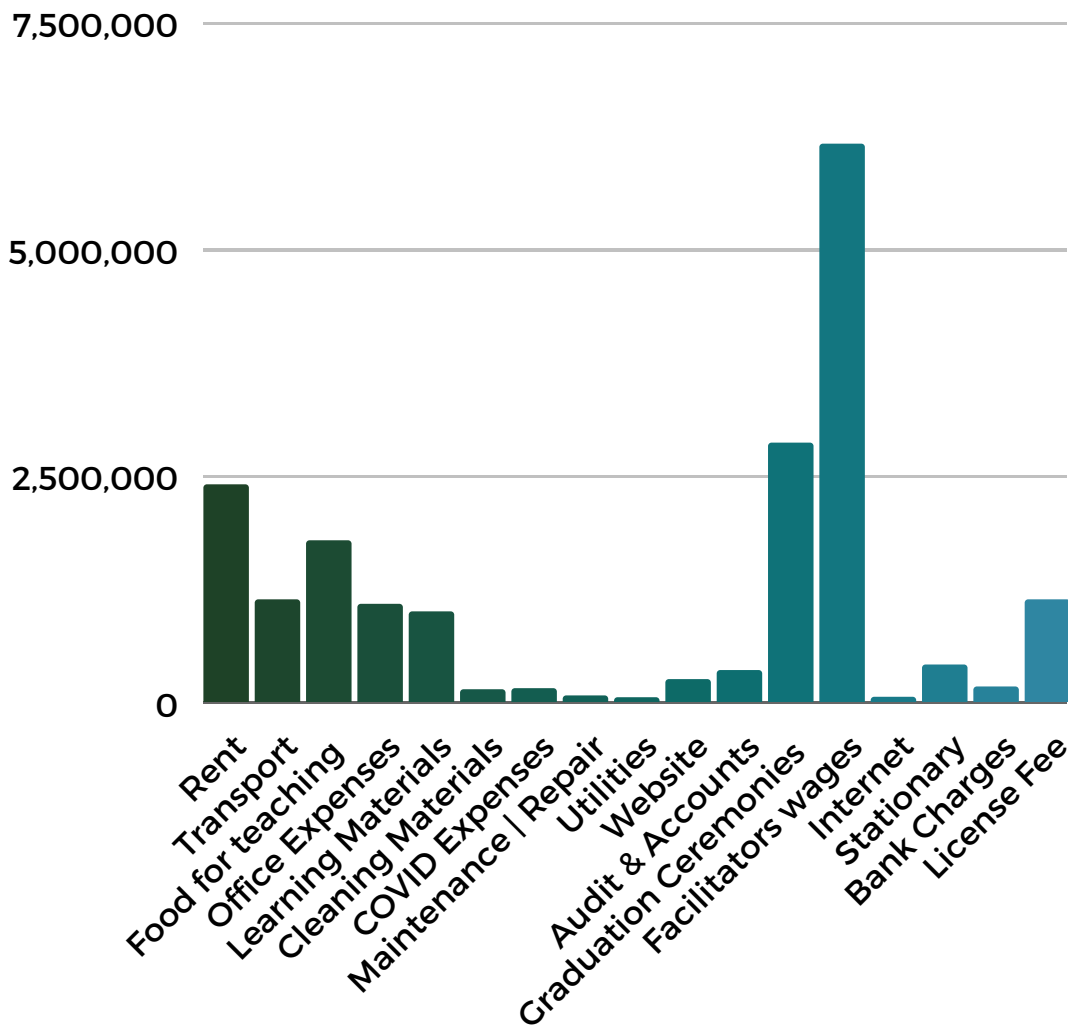
NINA IMANI

Income Types as % Total Revenue
Year ending 30/06/22



INUKA TUSONGE

Spending (TZS) to 31/12/2021



WHAT'S AHEAD

As a charity, Nina Imani is still in its formative years, but if the previous years are any indication of what is to come, we couldn't be more excited. Our partnership with Inuka Tusonge will provide greater opportunities to pursue our mission and assist in providing vocational support for vulnerable women to develop confidence, foster economic independence, and secure autonomy. 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 into the future.

At the end of the 2022 financial year the Inuka Tusonge centre had 14 students enrolled, and we are very proud of the consistent work achieved by the students supported by the teaching staff and directors. The current premises are small, and bigger premises would be needed to cater properly for a larger intake of students.

Our goal is to fully fund the foundation. As it stands, the vocational centre requires funding of approx US\$20,000 per annum to operate at its current maximum capacity and fund its operational expenses like teachers' salaries.

Currently, teaching staff are taking part-time salaries for their efforts, and we would like to engage them on a full-time basis to improve the focus and offering of education.

Looking further ahead, Inuka Tusonge has provided a fantastic 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.

We have started to save for expansion and are researching the purchase of land and building in parallel with assessing existing rental opportunities for larger premises to support more students. We envision a women's and girls' refuge being an integral 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 so that mothers can attend training and attain economic independence.

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.

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**

*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

**576
Hours**

OF THEIR TIME TO
NINA IMANI IN 2021-
2022

A BIG THANK YOU TO
OUR NEW DIRECTOR
JUSTINE STEWART WHO
DONATED HER TIME TO
HELP WITH THIS
ANNUAL REPORT.

MARTIN HENG KINDLY
DONATED HIS TIME TO EDIT
AND ADVISE ON OUR
ANNUAL REPORT.

CORPORATE SPONSORSHIP

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.

MARKETING PARTNERSHIP

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.

FUNDRAISING

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.

DONATIONS

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

VOLUNTEER YOUR TIME

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

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

ACKNOWLEDGEMENT TO COUNTRY

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.

