



The
Sasamani
Foundation
2024 Annual Report

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Thank you for providing women and girls in East Africa with opportunities and hope for the future.



Letter from the Executive Director



Dear Sasamani Friends,

I would like to express my deep gratitude for your support of the Sasamani Foundation. In 2024, Sasamani continued its commitment to advancing gender equity in East Africa and marked another year of sustainable progress in our mission. Your dedication is the cornerstone of Sasamani’s accomplishments and has increased access to education and employment opportunities for women and girls in East Africa, empowering them to shape their own futures and cultivate positive change in their communities.

In many parts of East Africa, women and girls face considerable challenges, including limited access to education and employment opportunities.

These barriers prevent them from realizing their full potential. However, with support and resources from the Sasamani Foundation, they can become leaders, innovators, and agents of change in their communities. Your generous contributions provide education access, enhanced digital skills, career support, and transformational leadership programming.

At the Sasamani Foundation we believe education is the surest path out of poverty.

The World Bank’s latest report highlights education as a critical factor for Africa’s economic growth and poverty reduction. The Sasamani Foundation provides sponsorships and holistic support to 200 students from vulnerable backgrounds in Bagamoyo, Tanzania, with a particular emphasis on empowering girls.

We pave the way for success for our students.

Our newest program, the *Future Leaders* program, equips all 200 sponsored students with vital resources that pave the way for fulfilling careers

We bridge the digital divide.

100% of Sasamani-sponsored students do not have access to a computer. Sasamani’s *Tech4All* program provides sponsored students with both computer access and technology skills – an employment game-changer.

We inspire emerging women leaders to ignite change.

Partnering with the University of Dar es Salaam Business School and MOI University, Sasamani’s *Women Leading Change* program is a unique and transformative leadership development initiative for East African mid-career leaders.

Together, a small investment can lead to significant improvements in the lives of women and girls in East Africa and in turn, their communities. Your commitment to our mission also inspires others to take action and help create a future where every woman and girl has the opportunity to thrive. I look forward to your continued support to empower women and girls in East Africa, positively impacting families, communities, and workplaces.

With warmest regards,

Marcy Doozan, Executive Director

Letters from the Board Chairs



Dear Sasamani friends,

It is both a privilege and a deeply personal moment for me to reflect on our shared journey through 2024. For 2024, the Sasamani Foundation continued to embrace opportunity to invest in the potential of girls and women across East Africa.

With the oversight of the Tanzania Board of Trustees, we were able to strengthen our governance by establishing key committees to ensure accountability and operational excellence.

In 2024, we educated and empowered 181 students at both secondary and college levels. Our new *Design Your Life* program guided 31 high school graduates to reflect on their paths ahead. Additionally, 112 Form Four students (middle school) received career guidance, and 75 gained digital literacy skills essential for today's world. We also celebrated over 45 *Women Leading Change* alumnae who reunited to sharpen their leadership and employ their skills to drive transformation in their communities.

I am deeply moved by the impact of Sasamani's work and energized by the plans we've set for 2025 and onward. Together, we will continue to embrace possibility, educate minds, empower hearts, and create meaningful pathways to employment.

With gratitude,

Joan Kimirei, Tanzanian Board Chair



Dear Sasamani Friends,

2024 was a remarkable year of growth and success for The Sasamani Foundation.

Over the last few years, Sasamani has been transformed under the deeply thoughtful, strategic leadership and hard work of our tireless former Chair, Erica Mohr and outgoing Executive Director, Tialda Frolich-Rienstra. We are grateful that they have both chosen to stay involved in our mission; Erica as a board member and Tialda as one of our committed volunteers.

In September, we welcomed Marcy Doozan as Sasamani's new Executive Director. Her strong passion and deep knowledge of non-profit management was immediately evident in her first interview. She is a welcome addition to the committed members of Team Sasamani as we navigate the next chapter of Sasamani's journey.

I am incredibly grateful and excited to be selected as the new U.S. Board Chair. My time engaging with the many U.S. and Tanzanian board members, professional staff, volunteers, donors and interns that make up Team Sasamani is often the best part of my week! Sasamani's work changes lives and communities. We could not do this without you.

With gratitude,

Aurora Fleming, Sasamani U.S. Board Chair



OUR VISION

We envision a future in which all possibilities for women and girls in East Africa are equitable and attainable.

OUR MISSION

The Sasamani Foundation's mission is to increase access to education and employment opportunities for women and girls in East Africa, empowering them to shape their futures and cultivating happier, healthier, and more prosperous communities.



EDUCATE: Education Sponsorship

About The Program

The Sasamani Foundation is dedicated to breaking the cycle of poverty through education. Sasamani provides access to holistic education sponsorships to students from vulnerable families in Bagamoyo, Tanzania.

The *Education Sponsorship* program currently supports 200 students and partners with five local schools in Bagamoyo, with a significant majority being girls (90%). The program’s impact is profound in Tanzania, where access to secondary education is limited. Due to factors such as poverty and indirect schooling costs, long distances to schools, especially in rural areas, gender disparities, with girls facing higher dropout rates due to factors like child marriage and inadequate sanitation facilities, and limited access to learning materials and other important provisions to support a student at the individual level.

The Sasamani Foundation addresses most of the barriers to the students they support through the *Education Sponsorship* program where, with sponsors’ support, Sasamani provides students with meals, room and board, health insurance, stationary, and other school supplies along with support from the Sasamani social worker.

2024 Milestones

- When measured 4 out of 5 students are more optimistic about their future for a period of three years from 2021 to 2024 showing how Sasamani has positively impacted their lives.
- 47 middle school students graduated with an average passmark of second class and at least 95% will proceed with higher education in 2025.
- 98% of the girls who signed up for middle school sponsorship in 2022, successfully graduated in 2024 without early pregnancy or dropout. This showed commitment to their education and self set goals for their future.
- Six students graduated from college and the Sasamani *Education Sponsorship* program.

“Poverty is not a hindrance to success. What matters is the courage to dream, the determination to pursue that dream, and the refusal to give up.”

— Dr. Reginald Mengi

Student Portrait



Lauriana M.

Name: Lauriana M.

From: Bagamoyo, Tanzania

Area of Study: High school graduate waiting to join university in October 2025: “I am looking forward to becoming a public health carer practitioner and help my community.”

How did Sasamani make a difference in your life in 2024?
Sasamani has supported me throughout my academic journey by providing essential resources and creating a better learning environment. The sponsorship lifted a huge burden from my parents, allowing them to focus on our basic needs. With Sasamani’s help, I now believe in my dream of becoming a public health practitioner and feel confident and motivated to reach my goals.”

“The Sasamani Foundation empowers students, especially those from underprivileged backgrounds, by providing educational opportunities and personal development support.” The quote by Dr. Mengi reinforces the belief that with support (like Sasamani provides), and with inner drive, students can overcome barriers and achieve lasting impact.”

— Gladness Kulola, *Education Director*



Gladness Kulola

EDUCATE: Future Leaders

About The Program

Launched in 2024, the *Future Leaders* program is designed to empower sponsored students with the mindset, skills, and support needed to lead purpose-driven lives. Rooted in holistic development, the program combines self-awareness training, leadership development, and career readiness through interactive workshops and ongoing mentorship. Core components include the *Plan for Tomorrow Workshop*, career guidance sessions, and entrepreneurship training—all aimed at helping students become intentional designers of their futures.

2024 Milestones

Plan for Tomorrow Pilot Workshop

In early 2024, Sasamani launched the inaugural *Plan for Tomorrow Workshop*—a three-day immersive experience for 30 students, including recent graduates from middle school, high school, and college. The workshop introduced essential life design concepts such as “School View” and “Life View,” guiding students through deep reflection and interactive group activities.

Participants gained valuable self-awareness and a clearer sense of direction, with many articulating their life purpose for the first time.

“I discovered my strengths and how I can use them to design my future.” — Form Four Graduate

“This program helped me build confidence and set clearer goals for my career.” — College Student

The session fostered a strong sense of peer support and encouraged alumni involvement—laying the groundwork for a growing, self-sustaining network of empowered youth leaders

Career Guidance Workshops

Sasamani also conducted *Career Guidance Workshops* in four partner schools, directly reaching 115 sponsored students and over 400 additional students. Delivered in partnership with Dream Defenders, a youth-led organization, these workshops connected students with relatable mentors and practical career insights.

Post-session feedback revealed measurable impact

- 85% of participants reported increased clarity on academic and career goals.
- 92% of participants expressed greater confidence in achieving their aspirations.

These outcomes highlight the importance of consistent, relevant guidance in preparing students for meaningful careers.

Looking Ahead

Building on the success of the 2024 pilot, Sasamani is preparing for the second cohort of the *Future Leaders* program in 2025. Plans include expanded content on entrepreneurship, improved facilitation methods, and deeper integration with alumni networks and local partners. The program will continue to serve as a transformative experience—helping young people unlock their potential and lead with purpose.



Thea Mangila, *Future Leaders* Moderator and Sasamani Board Leader



During 2024, the Sasamani *Future Leaders* program team implemented, among other activities, two key training programs: *Plan for Tomorrow* and *Career Guidance*.

As a member of the team, I witnessed firsthand the liveliness, curiosity, proactivity, and high level of interaction from students during our sessions. This enthusiasm was a clear indication of how much the students appreciated—and needed—this program.

For many of them, it may have been the first time they had such an opportunity to deeply reflect on and discuss their future careers and life goals. These moments were truly powerful and transformative.

I look forward to seeing even more students benefit from the *Future Leaders* program in the years to come.

—Thea Mangila, *Future Leaders* Moderator and Sasamani Board Leader



About The Program

Tech4All is a Sasamani initiative dedicated to bridging the digital divide in Tanzania. Focus groups with *Education Sponsorship* students in 2022 uncovered a crucial gap—none of the students possessed prior computer usage experience, and all recognized the pivotal role of a computer literacy certificate in unlocking employment opportunities.

Launched in July 2023, *Tech4All* extends opportunities to all 200 Sasamani *Education Sponsorship* students to acquire essential digital skills through a comprehensive three-month computer literacy certificate course. Furthermore, a computer lab at the Sasamani office in Bagamoyo, Tanzania is easily accessible to Sasamani-sponsored students, enhancing their learning experiences and providing internet access for career opportunities and more.

In Tanzania, only 13.5% of individuals aged 15 and above use computers and the Internet, contributing to one of Africa’s lowest Internet access rates (6%). This digital disparity creates barriers to information access, education, healthcare, and job opportunities, exacerbating social and economic exclusion. *Tech4All* is poised to make a significant impact in addressing these challenges and fostering a more digitally inclusive future for Tanzanian youth.

2024 Milestones

- The Sasamani Computer Lab now has 20 laptops, increasing student access to digital training and learning resources.
- A total of 125 students have successfully completed the basic computer training course and received certificates.
- Sasamani-sponsored high school graduates have effectively used the computer lab to apply for colleges and student loans in 2024, with successful outcomes.

“It’s great to witness students embracing digital learning with such enthusiasm. Their strong performance and growing interest in fields like information technology and beyond show how access to foundational computer skills can broaden horizons and spark ambition across diverse career paths.”

— Secilia Msuya, *Education Sponsorship Coordinator and Tech4All Director*

Student Portrait



Grace M.P.

Name: Grace M.P.
Location: Bagamoyo, Tanzania
Area of Study: Middle School Graduate
Future goals: I am looking forward to becoming a doctor.

How did Sasamani make a difference in your life in 2024?

“Joining the *Tech4All* program introduced me to computers for the first time and opened up a whole new world of learning. Through the training, I not only gained basic computer skills but also discovered how much I enjoy using programs like Excel. Receiving my certificate gave me confidence.”

— Grace M.P., *Sasamani Sponsored Student*

EMPOWER: Women Leading Change

About The Program

Women Leading Change is a unique and transformative leadership program for emerging women leaders in East Africa, fostering personal and professional growth. The program includes five days of classroom training and four months of individual coaching. While traditionally held at the University of Dar es Salaam Business School in Tanzania, the program expanded to Kenya in 2023 through a partnership with MOI University in Eldoret. Graduates receive a certificate endorsed by the hosting partner and stay connected through alumni groups for ongoing support.

The program addresses critical challenges identified in a Sasamani survey, aiming to boost leadership confidence and challenge social norms.

Since 2018, the program has impacted 97 graduates, with 100% reporting immediate life satisfaction and leadership confidence after completion. Six months later, graduates experienced enhanced relationships, career advancement, and taking up community leadership roles, showcasing the program’s effectiveness in driving positive transformations.

2024 Milestones

“In 2024, the *Women Leading Change* team hosted an Alumni Refresher event. A one-day *Women Leading Change* refresher event, offering alumni an opportunity to recommit to the change they want to lead and reconnect with other graduates. The event brought together 45 inspiring East African women from all four *Women Leading Change* cohorts (2018, 2021, 2022 and 2023) at the University of Dar es Salaam for a day of reflection, reconnection, and renewed purpose.”

“We can not attain equality if we do not empower ourselves and support each other. The *Women Leading Change* program gave me the courage and strength to become more resilient. It inspired me to honor the women who uplift us, to support those around me, and to persist in the journey toward a more inclusive and equitable world.”

— Nyamach M., *Women Leading Change*
Graduate Coordinator and Tech4All Director

Graduate Portrait



Nyamach N.

Name: Nyamach N.

Location: South Sudan

Profession: Section head for safety: Health, Safety and Environment department at Nile Petroleum Corporation

Nyamach is a 2023 *Women Leading Change* graduate whose profound quote is “We can not attain equality if we do not empower ourselves and support each other. The *Women Leading Change* program gave me the courage and strength to become more resilient. It inspired me to honor the women who uplift us, to support those around me, and to persist in the journey toward a more inclusive and equitable world.”

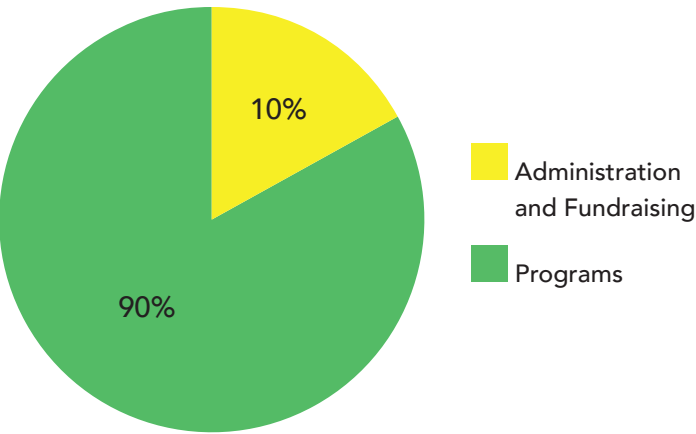
““I am happy to see that, although East African women are not yet where we aspire to be on the leadership ladder, we are making progress thanks to impactful leadership programs like *Women Leading Change*.”

— Neema Harold,
Women Leading Change Director and
Sasamani Country Director



Neema Harold

FINANCIAL STATEMENT



Donations & Income

Unrestricted Donations	\$167,836
Program Donations	\$36,021
Grants	\$62,500
Total Income	\$266,357

In 2024, both donations and income experienced a notable .7% year-on-year growth compared to 2023.

Expenditures

Program Expenses	\$189,784
Administration & Fundraising	\$20,527
Total Expenditures	\$210,311

The organization spent a smaller portion of its budget on administrative and fundraising expenses, decreasing them from 12% in 2023 to less than 10% in 2024.



Thank You

Donors & Volunteers

We are extremely grateful for all of the generous donations we received in 2024. We are also very proud to have worked with passionate volunteers and partners who contributed to Sasamani's success in 2024.

The support of highly valued donors, partners, and volunteers enabled Sasamani to further its mission and achieve a positive impact by increasing access to education and employment opportunities for women and girls in East Africa.

Ways to Give

We seek your (continued) generosity in supporting the Sasamani Foundation's initiatives. There are various ways to empower women and girls in East Africa to shape their futures, cultivating happier, healthier, and more prosperous communities.

Empower students to achieve their dreams

The surest road out of poverty is education. Sasamani commits to supporting students from middle school through university.

A \$40 monthly (or \$480 annual) donation guarantees sponsorship for one student. Sponsorship also offers one-on-one correspondence directly with the sponsored student.

Inspire emerging women leaders to lead change

Sasamani and the University of Dar es Salaam Business School collaborate to deliver the *Women Leading Change* program, a transformative leadership development program targeted for East African, mid-career women leaders. A donation of \$2,750 provides a scholarship for one participant.

Bridging the digital divide

Tech4All provides Sasamani-sponsored students with access to computers and the internet and offers a certificate program on computer literacy and basic digital skills. A \$3,000 donation provides course materials for a tech certificate program.

Future Leaders

A career preparation program for Sasamani-sponsored students, connecting them with *Women Leading Change* coaches and graduates for meaningful internship opportunities and direct mentoring. A donation of \$1,000 covers direct mentoring for ten Sasamani-sponsored students, opening their minds and networks to seize opportunities that were once entirely out of reach.

Unrestricted donations support our mission across all programs and cover operating costs, including the salaries of our passionate, talented and dedicated in-country staff.

Tax-deductible donations of any kind are gratefully accepted by:

Check:

The Sasamani Foundation
P.O. Box 315
Old Mystic, CT 06372

Credit Card: via our donation webpage

www.thesasamanifoundation.org/support-us

Venmo: @Sasamani