

**Tariro: Hope and Health for Zimbabwe's orphans
Board of Directors 2014 annual report**

This 2014 annual report highlights activities of the Board of Directors for the non-profit organization, **Tariro: Hope and Health for Zimbabwe's Orphans** presented at the annual meeting of the board of directors, December 7, 2014.

Officers and general members of the board of directors during 2013 included:

President: Elizabeth Davis (Incoming)
Secretary: Barb Roberts (Outgoing), Chiedza Mufunde (Incoming)
Treasurer: Karen Nyawera (Outgoing), Christina Tretter-Herringer (Incoming)

General members: Jim Albertson
Lauri Benblatt
Ami Maguwah (Incoming)
Stephanie Bengtsson (Incoming)
Joanne Ailwood (Incoming)
Pardon Makumber (Incoming)
Tessa Munson (Incoming)

The first section of this report highlights the activities of the board of directors, the second section lists outreach/fundraising activities, and the third section provides highlights of program activities in Zimbabwe. Finally, a detailed program summary, submitted by Zimbabwean program coordinator Kenneth Magwada, is attached in appendix a.

I. Governing activities

- A. Elected board members and officers for 2014.
- B. Conducted regularly scheduled quarterly meetings of the board of directors.
- C. Created and adopted an operating budget for 2014.
- D. Provided guidance on Tariro's strategic direction for the next three years
- D. Oversaw the work of and mentored Tariro's new executive director, Kenny Magwada, in Zimbabwe who, for the first time in Tariro's history, combined the roles of Executive Director and Program Coordinator onsite in Zimbabwe.
- E. Two board members, Stephanie Bengtsson and Jo Ailwood, were able to visit Tariro in September to meet the Executive Director and interact with Tariro beneficiaries.
- F. Tariro librarian, Senzeni Matikiti, passed away in October after a lengthy illness. Tariro paid her remaining salary for 2014 (\$600) in addition to \$292 as a gift to the family to help cover costs for the funeral and her childrens' move to live with her brother in Highfield . Tariro will continue its sponsorship of her two children.

II. Outreach and Fundraising Activities

- A. The following outreach efforts took place in 2014:

- Mylinda King benefit in March raised \$1,300
- Boulder Vallen Unitarian Universalist Fellowship benefit concert in March raised \$1,460
- Submitted a grant proposal to VGIF for funding for the 2015 empowerment camp.
- The Executive Director is pursuing funding opportunities in Zimbabwe with such organizations as the Youth Empowerment Trust, Lyons Beverage Company, and Telecel

B. Public relations & media:

- In January, Tariro's dance ensemble was featured in *The Zimbabwe Mail*. In June, the Tariro ensemble was invited to perform at the Youth Empowerment Trust Expo.
- Through our blog, we continued to witness a significant increase in traffic, and to maintain a steady level of on-line donations.
- In April, Tariro participated in a meeting that involved all NGOs and CBOs operating in Glen Norah and Highfield
- The Executive Director was selected to be part of the ward development committee, which is made up of representatives of organizations that operate in Glen Norah.
- Tariro participated in the Youth Expo hosted by the Youth Empowerment and Transformation Trust, and our traditional dance ensemble also got a chance to perform at the event.

C. Grants Received:

Emmons-Bradlee Family Foundation	\$20,000
Ark Foundation	\$7,500
Zimfest Association,	\$250
The Gerald And Judith Porter Charitable Fund	\$1000
Schwab Charitable Fund	\$500

III. Tariro Program Activities - Summary of Highlights

A. School Sponsorship

In 2014, Tariro achieved the following:

- Tariro received an award from Domboramwari High School in Epworth for Its great support for the school.
- Offered comprehensive education support for 39 students
- Continued to sponsor one special needs student, Noleen, at a private boarding school
- Provided tuition, student ID cards, uniforms, and school supplies for all enrolled students.
- Recruited 2 new students into the program to replace graduating students

- Paid ZIMSEC exam fees for 1 student to write Advanced Level exams, 7 students to write Ordinary Level exams, and 3 students to write Grade 7 national exams.
- Saw 3 students win academic awards for excellence
- Former Tariro beneficiary Tatenda Chizanga reported that she has secured employment as a temporary teacher at a primary school in Mutoko. She has also gone on to find another job as a Customer Service Representative at Econet on a 1 year contract.
- Maintained an average of 98% attendance rate among sponsored students.
- Provided sanitary ware to sponsored students as one strategy to maintain this school attendance rate.
- Provided library access, including textbooks, reference books, and novels, to all students.
- Conducted a total of 30 school visits monitoring student progress as well as home visits.
- Continued Tariro's outreach activities at local schools in order to identify students for possible future sponsorship and participation.
- Maintained an updated register of all sponsored students.
- Repaired marimba
- Purchased 4 mbira pieces

B. Tertiary Level Support

- Maintained support for our 4 university students, Politeness Nyere (Bcom Tourism and Hospitality), Tariro Kaponda (Bsc Social Work), Melody Mutemasango (Bsc Sociology), and Pamela Kawungwa at Harare Polytechnic College.
- Successfully enrolled 2 new students in university, Edwinner Semba (Bsc Hons Social Work) and Jane Jongwe (Bsc Hons Human Resources Management).

C. Psycho-Social Support

- Maintained weekly music and dance lessons open to all students
- Offered extra lessons to our beneficiaries, including lessons in language and history offered by the Executive Director
- Maintained counseling activities throughout the year in order to respond to our students' psycho-social needs, including life-skills coaching and leadership training offered by Tariro volunteers.

Appendix A: SELECTED HIGHLIGHTS FOR 2014

I. The Year's Highlights

A. Outstanding Academic Results

- In 2013 we had a total of 16 students sitting for their final examinations and our pass rate was fantastic;
 - We had 4 out of 5 students passing their Advanced Level examinations.
 - We had 7 out of 9 passing their Ordinary Level examinations with 5 subjects or better.
 - 2 out of 2 students passed their Grade 7 examinations with flying colours.
- We had Tariro students elected into positions of leadership at their respective schools; Morleen W. was selected to become Vice- Headgirl for her school Domboramwari High School in Epworth and at the same school we had Bertha M, Brenda M, and Esnarth M elected Prefects.
- Tatenda C., one of Tariro's alumni, managed to get a job first as a primary school teacher then as a customer service representative at Econet, which is Zimbabwe's leading telecoms company as well as Zimbabwe's biggest employer.
- At Domboramwari High School in Epworth we had a number of our students receiving awards of excellence. Below is the breakdown:
 - Bertha M. won awards in Religious studies and for being the smartest student
 - Rumbidzai M. won the second smartest student award
 - Morleen W. the vice head girl won three prizes in Shona, Accounts and History
- Tariro won a Certificate of Excellence in recognition of the work we are doing. This was given to us by Domboramwari High School.

B. Administrative

- We managed to boost our library stock through the purchase of 33 books. Most of these books are school text books and revision guides.
- Melody M., one of our tertiary students, received the gift of a laptop from Alyson Steinman, a donor from the USA. The gift has gone a long way to assist her in her studies.

C. Traditional Music and Dance

- We also managed to repair our marimba, which were in a state of disrepair for close to a year. After the repairs the marimbas were as good as new.
- Tariro also managed to purchase 4 mbira instruments to complement the marimba and ngoma (drums) for the traditional dance ensemble.

- Tariro took part in a youth expo hosted by the Youth Empowerment and Transformation Trust. Here the traditional dance group managed to perform for the invited guests.

D. New Students

- Tariro managed to recruit two students; these are Natasha M. who is doing Form 1 at a local government high school and Mercy N. who has been reintegrated into the education system as a parallel student. She will be writing her Ordinary Level exams this year to complement the subjects she has already passed.

E. University Students

- This year has also seen Tariro having an unprecedented number of students doing tertiary studies. We have 5 students enrolled at various state universities and 1 enrolled at a polytechnic college.

II. Tariro's Program Activities for 2014

A. Education Sponsorship

In keeping with our mission to educate and empower young girls and women in Zimbabwean communities affected by HIV/AIDS, Tariro has continued to avail a range of services to support its beneficiaries. In 2014 we managed to pay school fees, provide school uniforms, stationery and sanitary ware for 39 students.

This year saw some of the beneficiaries we had from last year discontinuing the program for various reasons. We had;

- Vanisiyo M. – Was taken into custody by an uncle who pledged to meet all his educational requirements.
- Dakarai B. – mother opted to send her to Bonda mission, where she will receive 'quality education commensurate with her grade seven passes.'
- Sharon/Chihuri- we heard through her friend, Natasha, that 'she ran away from her "abusive" step brother,' she now resides in South Africa and efforts to contact her or her brother have hit a brick wall.
- Tendai C. – Was supposed to be doing her Form 6 this year but fell pregnant late last year and eloped. Her whereabouts remain unknown.
- Teanklerleah B. relocated to South Africa under circumstances unclear to us.

As a result, Tariro managed to give services to 39 students in 19 different schools. Here is a table to show the distribution list of our beneficiaries according to schools;

Name of School	Number of Students	Type of School
University of Zimbabwe	2	University
Bindura University of Science Education	2	University
Midlands State University	1	University

Harare Polytechnic College	1	Polytechnic College
Highfield High 1	3	Government High
Highfield High 2	3	Government High
Glen Norah High 1	3	Government High
Glen Norah High 2	1	Government High
Domboramwari High	7	Government High
Kwayedza High	1	Government High
Morgan High	3	Government High
Harare High	1	Government High
Oriel Girls High	1	Government High
Hatfield Girls High	4	Government High
Zengeza 1 High	1	Government High
Epworth Secondary	1	Government High
St Giles	1	Public-Private Primary(Special Needs School With Boarding)
Glen Norah No. 7 Primary	1	Government Primary
Chembira Primary	2	Government Primary

Distribution list of students according to Schools 2014

- **Exam candidates:** This year we had 11 examination candidates and 8 of them required examination fees to be paid for them, which we successfully did.
- **New Students for university:** We were privileged to have 2 students getting places for university studies. We had Edwinner S. who enrolled to study towards a BSc Social Work degree with Bindura University of Science Education (Buse) and Jane J. going to study towards a BSc Human Resources Management degree with Midlands State University (MSU) in Zimbabwe.
- **Lending Library:** Tariro runs a resource library. The library is open 5 days a week, including Saturday to allow students to request and collect supplies. This year it received a major boost in the form of 33 books that we purchased. The type of books were purchased in consultation with Tariro girls. Books that were bought included school textbooks as well as revision guides. Library usage has been greatly improved by the addition of these books.
- **Tutoring Services:** To complement what the beneficiaries are receiving at their respective schools, Tariro's Executive Director continued to offer remedial lessons in language and history to those in need of assistance.

B. Outreach activities

- **Home visits:** We conducted 30 house visits this year and had chances to interact with the parents and guardians of our beneficiaries. We found only one case that was a cause for concern. We have Laura C. (doing Form 1 at Harare High) who has been staying alone for most of the year with her mother going to South Africa and staying for periods of up to 3 months. This situation leaves her more vulnerable as she still needs adult supervision.

- **School visits:** We made contact with headmasters and deputy headmasters from the schools where our beneficiaries attend. Almost all schools have indicated that they have a shortage of core textbooks despite all government schools having benefitted from textbooks donated by UNICEF. During these visits we also requested that the school authorities furnish us with mark schedules for our beneficiaries and we expect them when schools close.
- **Youth Expo:** Tariro took part in a youth expo organized by the Youth Empowerment and Transformation trust (YETT) in June. At the expo, we managed to showcase the services that offer. Furthermore, our Traditional dance Ensemble was given a chance to provide entertainment for the delegates thereby giving them the much needed exposure. There were a number of promises for chances to perform that we received from the delegates although none has materialized so far.
- **Public Relations:** Tariro managed to have the services of 2 volunteers who at the beginning of the year had Godess Bvukutwa volunteering with life skills training as well as Tafadzwa Christmas volunteering with legal services. At the moment Godess has ceased her services as she indicated that she will be fully concentrating on running her organization which she started. Tafadzwa Christmas is still with us.

Tariro was also featured in a newspaper article

<http://www.thezimmail.co.zw/2014/01/31/underprivileged-dancers-get-a-lifeline/>.

Stephanie from the USA board introduced Executive Director, Kenny, to Sue Goatley of Children in the Wilderness (CITW). Sue has already communicated to us their desire to have 2 of our girls join them for their camps running in November

C. Psychosocial support services

- **Traditional dance ensemble:** Students continued to enjoy the traditional dance, marimba and mbira sessions that we offer. This year a major boost came in the form of marimba repairs, mbira purchase as well a chance to perform at the youth expo.
- **Monthly meetings:** Tariro continued with its monthly meetings with students.

This year we have managed 2 meetings with parents. We also had two meetings where members of the Tariro Boards were present. The first one was on 2 March where we had Verity (from the USA board) and Mr Magaya (from the Zimbabwean board) visiting. The second one had Stephanie and Jo (USA board) visiting and interacting with the girls – they also brought gifts (stationery and sanitary ware) for the girls. These meetings enabled us to interact as well as move in rapport with beneficiaries and their guardians.

III. TARIRO'S ADMINISTRATIVE ACTIVITIES

A. Office equipment bought;

- A laptop;

- A new computer monitor
- A 3 in 1 printer
- A telephone handset as well as the organization's official line.
- A date stamp
- Business cards for the Executive Director and also developed the organization's official letterhead.

B. Staff Meetings

This year we managed to hold 6 staff meetings to ensure the smooth-flow of business. Staff meetings were held on every payday.

- Tariro has begun the use of Money Minder, an online expense tracking application

IV. CHALLENGES

A. Death of our librarian

On 12 October, we lost our librarian Senzeni Matikiti, who had been our librarian since 2009. Senzeni had also been instrumental in carrying out some program support tasks. Her death has robbed us of a hard worker. Furthermore, Senzeni left behind two children, who became double orphans after the death of their father a long time back. However Tariro pledges to continue assisting in her children's welfare. The children were taken into the custody of their uncle, Senzeni's brother, who stays in Highfield.

B. Students constantly relocating to new places of residence

This is one of the challenges that Tariro and its beneficiaries continue to face. Most of our beneficiaries' families do not own houses and as a result most of them are constantly shifting places of residence. This year alone has seen 8 students being affected. The major cause has been the search for cheaper/affordable housing. However some families, like Rufaro and Chido's, have gone to settle in squalid areas.

This predicament has posed a challenge for Tariro staffers to visit the beneficiaries on a regular basis. The beneficiaries also tend to be drawn away from Tariro's Library and meeting place. As for the library, we haven't managed to recover books that were borrowed by Faith P. and Tendai C. (from last year) since they have relocated to new places without notifying us.

C. Funding

We haven't managed to break the ice in terms of receiving funding from local institutions. However Tariro shall continue to knock on the doors of local institutions in the hope of benefitting from their Social Responsibility programs.

D. Mentoring program

This year we had hoped resume the mentorship program with at least 2 mentors coming in to help us. However, the program has delayed to start due to 'non committal' attitudes

presented by some of the potential mentors. We are most likely to kick start the program next year with the help of our well established Zimbabwean board members.

E. Erratic electricity and internet

We continue to face erratic supplies in electricity as well as internet access from our offices. The problem with electricity is however national as the country battles power shortages. Internet is often times slow and often hinders smooth communication via Skype as well as the use of Money Minder.

V. OPPORTUNITIES

- We have a possible partnership with Children in the Wilderness (CITW) if that materializes, we will have some of our beneficiaries joining CITW as team leaders in their Safari camps.
- With the coming in of new Zimbabwean Board members, we look set to have rejuvenated board that will complement current efforts by the US board.