

GOOD
Penye



**Organization
Overview
January 2020**

History

Good Hope Support Organization was founded in the Majengo area of Moshi, Tanzania in October of 2011 and officially registered as an NGO in January of 2013. Since then, it has grown significantly, attracting children near and far, some of whom walk two hours each way in order to participate in its programs. In spite of a steady rate of growth, Good Hope remains very much a grassroots NGO, with strong ties to the community and dynamic local leaders, assisted by a team of international advisors and volunteers. Our mission is to provide education, skills, knowledge, and emotional support to disadvantaged youth and other vulnerable individuals in the community. Our vision is to improve upon and expand our service delivery model, in order to serve these individuals in more substantial and effective ways.



People

Governance

Local Board of Directors: Our Board of Directors is made up of seven Tanzanians, members of the local community from a variety of professions such as law and education, who will assist Good Hope leaders with key decisions within the organization. *Names and bios provided upon request.

Advisory Board: This board is represented by the German support NGO, Aktion Vorwärts e.V. One of the members is a co-founder of Good Hope, and all of the members have been affiliated as long term volunteers and visit Good Hope on a regular basis to provide ideas and advice. The members have professional backgrounds as teachers, social workers, and cultural anthropologists with deep knowledge of Tanzanian culture and language. *Names and bios provided upon request.

Our Staff

Oliver Canada, pro bono Executive Director: Oliver is one of the original founders of the organization. She has many years of experience in home-based healthcare and has used this expertise to advance the goals of Good Hope. Oliver coordinates the Good Hope staff, oversees the education and healthcare initiatives provided to the community, and coordinates partner, donor, and board communications. More importantly, she is a source of inspiration to us all, but especially to the Good Hope kids and their families.

Janine Häbel, pro bono Communication Manager: Janine is one of the original founders of the organization. She manages fundraising, social media, reporting, and technical solutions. As a trained anthropologist she supports the communication between local and international employees and counsels on intercultural awareness.

Sarah Ngina, Program Manager: Sarah manages the Good Hope office and teaching staff, develops and presents a strategy for accomplishing Good Hope's objectives, and supports fundraising efforts. She serves as an excellent liaison between local and international stakeholders, in order to facilitate better linguistic and cross-cultural understanding. As a trained primary school teacher, she has several years' experience working in education. She further expanded her work experience in female (sexual) health education as the project manager in women's empowerment for international NGOs in Tanzania.

Irene Fredy, Secretary: Irene supports the management of Good Hope and is responsible for Good Hope's filing system, supporting the director's bookkeeping and sponsorship communications. She also supports the team by gathering useful information from secondary schools, training centers, and running general errands.

Hussein Abdallah, Head Teacher: Teacher Hussein is a trained teacher and holds a degree in education. Prior to Good Hope, he worked in an English tuition center for more than ten years. As Good Hope's Head Teacher, he is overseeing the successful implementation of teaching operations and our school policies. He assures the well-being of all students and is the main contact person for our international volunteer teachers.

International Volunteers and Sponsors

Good Hope's volunteers and sponsors come from all over the world. They are an integral part of the Good Hope family, which grows larger and stronger every year. Many who visit Good Hope express a desire to return. And many do return, time and time again, bringing love and gifts for the children, and supplies for the school. Most volunteers choose to work directly with the kids, but some are also involved in other aspects of daily operations. Some become involved in fundraising efforts, and others sign up as long-term educational sponsors to one or more children. One thing is certain – Good Hope would not function without these dedicated individuals. They are its lifeblood.



Introduction to Good Hope Programs

On-site Programs for Children are held Monday through Friday, from 8 am to 1 pm, at the Good Hope Center in Majengo - a bright blue building with five rooms: three classrooms, a computer lab and an office.

Admission: Most children at Good Hope are 13 - 17 years of age. Children who wish to attend Good Hope are invited with their parents to an intake interview with the office staff of Good Hope. Children are welcomed at Good Hope regardless of race, ethnicity, or religious background; but, when space is limited, admission preference is given to girls, orphans, children who live with stigma (HIV+), those who have been abused by relatives or other people in the community, and children who have faced other difficult circumstances in their young lives, such as extreme

poverty. Preference is also given to children who have become ineligible to attend government secondary schools, as a result of their family's inability to finance their education. Sometimes the families of Good Hope's children cannot afford the minimal fees required for government-sponsored education. Other times it's a matter of a family's inability to finance private school education. Many children who end up at Good Hope didn't qualify enough with Standard 7 examination grades, which are required in national examination in Tanzania. Many bright and capable children fail this examination every year, due to difficult circumstances, at which point they must enter the expensive private system in order to continue with their education. Good Hope offers these kids a safe, supportive environment in which to continue to grow and work on their skills while helping them find ways to continue their formal education.



Activities: Children who are admitted into Good Hope may participate in the daily activities in the organization, free of charge. Not-for-credit classes are offered in English, math, and other subjects, such as geography, history, science, art, music, life skills, and computer studies. Our classes are taught by a local professional teacher who is supported by volunteers. Volunteers come from a variety of backgrounds. They have ranged in age from 19 to 60+. Sometimes they are professional teachers; but, we have also had recent high school graduates, accountants, engineers, writers, business executives, health professionals, doctoral students, and others. Most of the time, volunteers come to Good Hope from one of the volunteer placement organizations in Moshi. Some organizations in this category that Good Hope has worked with are Hostel Hoff (www.hostelhoff.com) and World Unite! (www.world-unite.de)

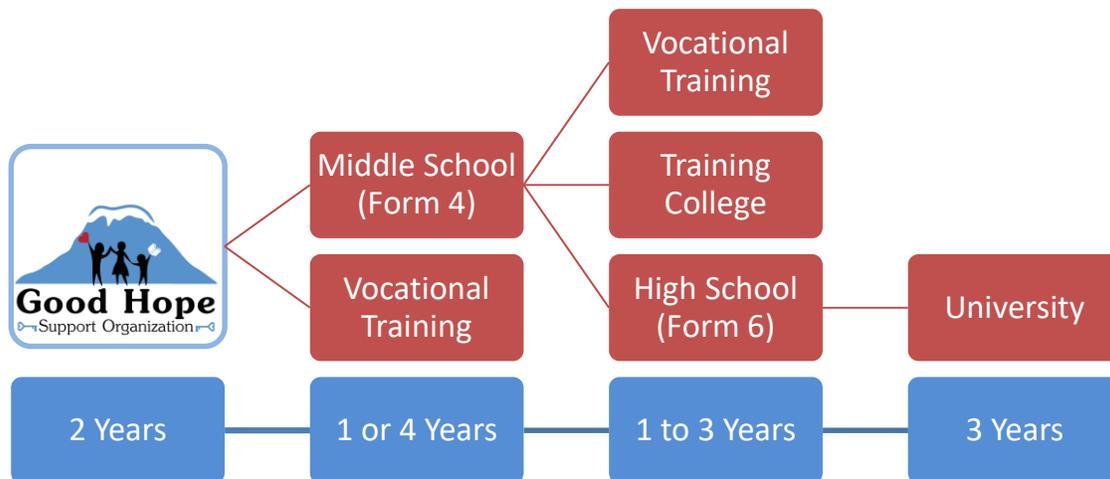
Progress and Timeline: While the children are attending Good Hope, local staff and volunteers work with them to help them map out their life direction. Many children will end up with sponsors and reenter the formal school system. Unfortunately, some students leave before we find

sponsors for them, due to relocation, family crisis, worsening of an illness, pregnancy, or other circumstances. The average time that a student spends at Good Hope before reentering formal education is two years.

Sponsored Education: This program involves connecting children with international sponsors so that the child may reenter the formal education system. Most of Good Hope’s sponsors are current or former volunteers, or friends of volunteers, who sign up to provide financial support for a child for 1 to 6 years. Typically, one sponsor sponsors one child. But we have several groups of individuals who team up to sponsor a child, and we also have several very generous sponsors who sponsor multiple children. The financial commitment for current sponsors averages about 2,200,000 TSH per year, per child. In USD, this is approximately \$1000. Included in this amount is money for tuition, school supplies, and anything the student may need to successfully graduate. A small administrative fee for Good Hope is included, too. Occasionally situations will arise, such as medical emergencies, in which additional funds to ensure the children’s well-being are requested from the sponsor. Good Hope currently has or has had sponsored students in government primary schools, government secondary schools, private secondary schools, vocational training schools in and around Moshi, up to university education. The goal of this program is to enable the student to find formal employment that suits both their ambitions and abilities.



The sponsorship career plan explained: After attending Good Hope for two years, our students have developed a vision for their future. They will have to decide whether they want to join formal vocational training for one to two years which will enable them to find formal employment. Others have the learning ambitions to earn their middle school certificate which will open further steps. Depending on their final grades in middle school, they can then join a one to two year’s vocational training, a two to three years training college, or two years to earn their high-school certificate.



Good Hope’s role with these children is to make sure they are as prepared as they can be to reenter school and then assist them as they embark on their journey, by preparing their families, making sure they have all the necessary supplies, arranging transportation to schools, etc. While they are attending school, Good Hope monitors their progress and serves as the communication liaison between the children, the schools, their parents and their sponsors. Once a student is enrolled in the Good Hope program, she or he receives continuous career counselling which will enable the student to develop a plan for their future and reflect on their ambitions and abilities. This ultimately will lead to success in our mission to enable our students to join the formal workforce and to create a career that both feeds their families and leads to a fulfilling employment.

Health Initiative: This is an outreach program that our local volunteers are involved in, helping sick people in the community. We visit individuals in their homes, providing support and health

education, and sometimes small quantities of food or medicine. Good Hope is now undertaking a health program with the students and their families. We are currently creating an additional fund for this program. Health issues are becoming a stigma in the community; that’s why we need our students to help their families and the surrounding neighborhood.



Mabinti Project: This is a new project to support teenage mothers and provide access to education and equal opportunities for them in life. We currently conduct baseline research in order to provide the most effective support for teenage mothers. In schools in Tanzania, teenage girls must undergo pregnancy tests, and any girl found being pregnant is expelled immediately. In government schools, where most parents can afford to send their children, there is no chance for the girls to continue their education. Our preliminary study with 36 teenage mothers has shown that about 50% of the girls have been expelled in the year of their final examinations, and do not have a chance to finish their middle-school education. As a result, teenage mothers face double oppression: by the schooling system that seeks to “educate children, but not mothers,” and by their communities that forsake them and cast away the girls for their early pregnancy. This leads to a much higher risk of poverty for the teenage mothers and their children. After being expelled from school, some parents cast the young girls out of their family homes, without any kind of help or assistance; so, they often end up involved in transactional sex. Diseases such as HIV/Aids are also an issue. Good Hope, a community-based organization, has seen this happen and decided to implement a special program to support and help the girls break the cycle of poverty by giving them another chance for education.



Purpose and Results of Good Hope Programs

On-site Programs for Children

Purpose

- To provide opportunities for continuing education by learning math, English, science, and other subjects
- To enhance the development of life skills, in an intercultural environment with local and international teachers
- To create an enriching, supportive and safe environment for learning and growth
- To provide opportunities for creative expression, play, self-awareness, and self-discovery
- To enable the children to reflect and create a vision for their future

Results

- The programs offer studies in math, English, geography, history, science, computer studies, art, music, and sports
- Students have access to a small library and computers in order to learn from different media
- Since Good Hope was founded we have welcomed over 200 students in our programs
- In 2019 we have had 18 students in our regular classroom
- In 2019 we have had additional 12 students in the annual Secondary Preparation Short Course (two months)

Sponsored Education

Purpose

- To provide opportunities for disadvantaged youth to continue their education by connecting them with international sponsors
- To support and monitor the children's progress through the formal education system, through regular communication with schools and site visits, as well as close contact with their parents or guardian
- To serve as the communication liaison between the children, the schools, the parents, and the sponsors

Results

- Since Good Hope was founded we have awarded 64 students with a school and/or training scholarship up to university education.
- In 2019 we have had 27 students enrolled in the sponsorship program
- In 2019, eight students graduated from Form 4 in secondary school education, since Good Hope was founded 43 students have finished Form 4 education
- Enrolled at University in 2019: 1 Sociology, 1 Law, 1 PR and Marketing, 1 Higher Education
- Completed college certificates: 1 Accountant, 1 Teacher
- Completed vocational trainings: 4 Tour Guides, 6 Hotel Management, 1 Secretary, 1 Teacher, 1 Tailoring, 1 Driving
- Other students pursued own trainings or professions past Form 4 without a sponsorship via Good Hope (e.g. own trainings and/or found other sponsoring, starting own business)

Health Initiative

Purpose

- To provide health education and outreach (via home visits) to vulnerable members of the community
- To provide small quantities of food or medicines to people unable to leave their homes for medical reasons

Results

- Twelve home-bound sick and disabled individuals have been visited in their homes; most of them are visited multiple times
- Health education and emotional support have been provided to these individuals.
- Small quantities of food and medicines have been provided
- Education has been provided for the children

Challenges

All new organizations face challenges, and Good Hope is no exception to that rule. Good Hope has overcome significant obstacles to growth since its inception in 2011. Through confronting and resolving these challenges, the organization and its leaders have learned and matured. Some past and current challenges are described below.

- **The challenge of rapid success:** The fact that Good Hope has helped so many local children in such a short span of time has resulted in more and more children coming to Good Hope every year. The organization is growing but simply cannot accommodate all the families who would like services for their children. Difficult decisions have arisen and are still arising about how to allocate resources. One of the ways that Good Hope has addressed the issue of the overwhelming demand for its children's programs is by scaling back on its health initiative in order to more fully focus on the children.
- **The challenge of creating the right organizational structure:** How many leaders should Good Hope have? What should their roles be? How should leaders be compensated? Are leaders' children eligible to receive sponsorship benefits through Good Hope? How can local leaders involve international stakeholders, such as volunteers, sponsors, and donors, in the steering of the organization? What additional full-time staff is needed? Should all paid staff members be from the local community? How much labor can and should be performed by volunteers? How does the organization involve volunteers without becoming dependent on them? These are some of the questions that Good Hope has grappled with over the years. Good Hope is now at a stage where a more formal structure and governance are needed. The local Board of Directors and International Advisory Board were formed to assist Good Hope leaders in addressing these questions so that the organization can function with maximal effectiveness while it meets the growing demand for its services.
- **The challenge of international, intercultural collaboration:** Things work very differently in Tanzania than they do in other parts of the world. Electricity, water, and the internet go

in and out throughout the day here in Moshi. Public transportation can be unreliable. Sometimes, these factors and others make adhering to tight schedules very difficult for local staff, which can be perceived as irresponsible or lazy by people not familiar with the system. This is one example among many of how intercultural differences can create misunderstandings in the workplace. On the other hand, intercultural exchanges can be profoundly enriching and rewarding. At Good Hope, we try to focus on the positive aspects of our differences, and we communicate openly with each other when there is something we don't understand. It's an ongoing challenge within any international development organization to manage these often quite complex workplace dynamics.

- **Dropping out of private sponsors:** Recently there has been a high rate of sponsors discontinuing student sponsorships. This situation is frustrating to both the students and our organization. It's the hardest and worse moment for us to inform any student of this news. It affects the child psychologically and physically, as well as harming their education. This situation can make the child feel unwanted and cursed in the community. Our organization offers services to children from poor backgrounds, and sponsorship commitments are vital. For example, a student in primary school ideally would need the sponsor to support the child for the entire primary education (1-7), which is for seven years. For those sponsors supporting the students in secondary school (middle school), it is most beneficial if the sponsor can support the child for six years, because there are options for university-level education.
- **Change in national presidential administration:** Since the general election, there have been many changes in leadership at the national level in Tanzania. The ripple effect has been enormous, as policies change from above and descend through the system. One of the things that have been impacted is regulation around "voluntourism" and fees for volunteer permits have increased, but also often remain unclear. The education policy is changing often and a lot. Good Hope is trying to cope and prepare the students in the best ways possible.

- **Funding:** Finally, there is the challenge of finding the funds with which to successfully operate a growing organization. In the past several years, finding sponsors for children's education has not been difficult. Most recently, it has been very challenging to find sponsors for the children's education and our Mabinti Project, to assist teen mothers and their children. We have been pleased to discover that there are many generous individuals in the world, who are delighted to help children realize their dream of an education and a positive life. Thus, the majority of the funds raised go directly to student sponsorships; while it can be more difficult to raise funds for other parts of the program. While there is a small administrative fee attached to the Good Hope sponsorship package, it's not enough to pay salaries and run the organization. As the number of sponsored children grows, local staff and volunteers face an ever-increasing workload, tending to the children, paying school fees, managing sponsor relationships, and processing paperwork.

Funds are needed for other operational expenses, such as rent, building maintenance, water, electricity and so on and so forth.

Additional Information

For more information, please email us at info@goodhopemoshi.org or visit our website and Facebook pages:

www.goodhopemoshi.org

www.facebook.com/goodhopesupportmoshi

www.instagram.com/goodhope.moshi

To donate, please refer to bank details below:

Bank Name: KCB Tanzania Ltd., Moshi Branch*
Boma Road, Moshi, Tanzania
Account Name: Good Hope Support Organization
Account Number: 3301105645
Swift Number: KCBLTZTZ

*Please note that you may be charged a "wire transfer" fee of \$25-\$45 USD per transfer, depending on your individual bank policies.