

STAWI LAB IMPACT REPORT



20

25

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INTRODUCTION

Stawi Lab arose from a reality all too familiar to many youth-led organizations in Tanzania. In 2021, Her Initiative encountered major operational difficulties, no funding for projects or essential administrative tasks, and a team relying solely on volunteers. Despite gaining public recognition for its leadership, the organization lacked the financial resources necessary to sustain its mission.

This disconnect sparked action. Lydia Charles Moyo, Executive Director of Her Initiative, wrote an open letter titled “Put Your Money Where Your Words ARE!” highlighting the frustrations shared by many young leaders:

“Young people, we are overtrained and over-mentored, there is less we can do without resources... It has been far too long ticking boxes and being exploited in the name of volunteerism.”

That message inspired the creation of Stawi Lab, in partnership with TWAA, an initiative to strengthen and resource youth-led, especially young women-led, organizations advancing the rights of women and girls.

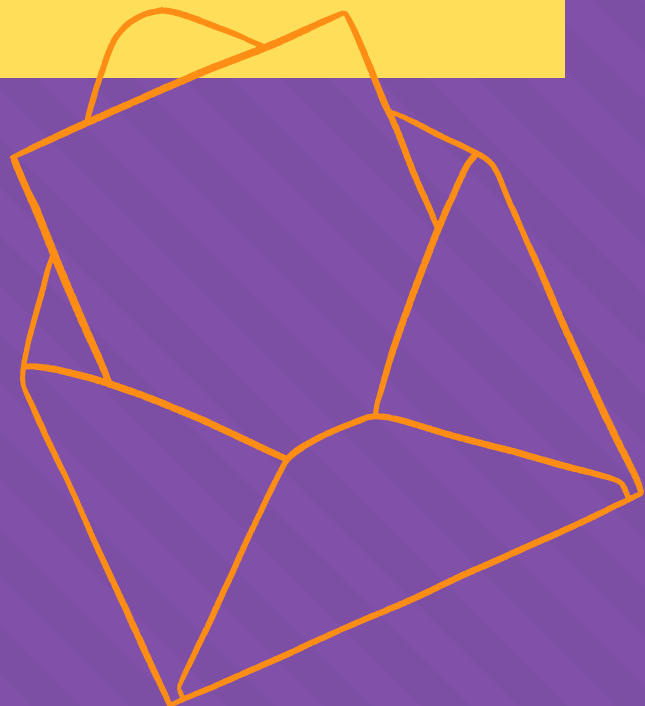
Stawi Lab set out to achieve four key objectives:

- Strengthen organizational capacity through targeted training and mentorship for youth-led organizations.
- Provide flexible, long-term funding to enable sustainable impact on women’s and girls’ rights.
- Build a strong movement of youth-led organizations united by a shared vision for gender equality.
- Promote data and accountability through a tech-enabled resource center focused on research and evidence for funding equity.

Over the past year, the initiative engaged 37 youth-led feminist organizations across 11 regions. Through intensive training, personalized mentorship, and a virtual showcase, Stawi Lab supported their growth, visibility, and impact.

Six organizations received grants, while many others secured new funding, developed tools, and expanded their reach, collectively impacting over 17,000 women and girls and 23,000 community members.

Stawi Lab is more than a project; it is a shift toward inclusive, youth-centered funding models. This report documents its journey, impact, and what becomes possible when young feminist leaders are not just heard, but trusted and resourced.

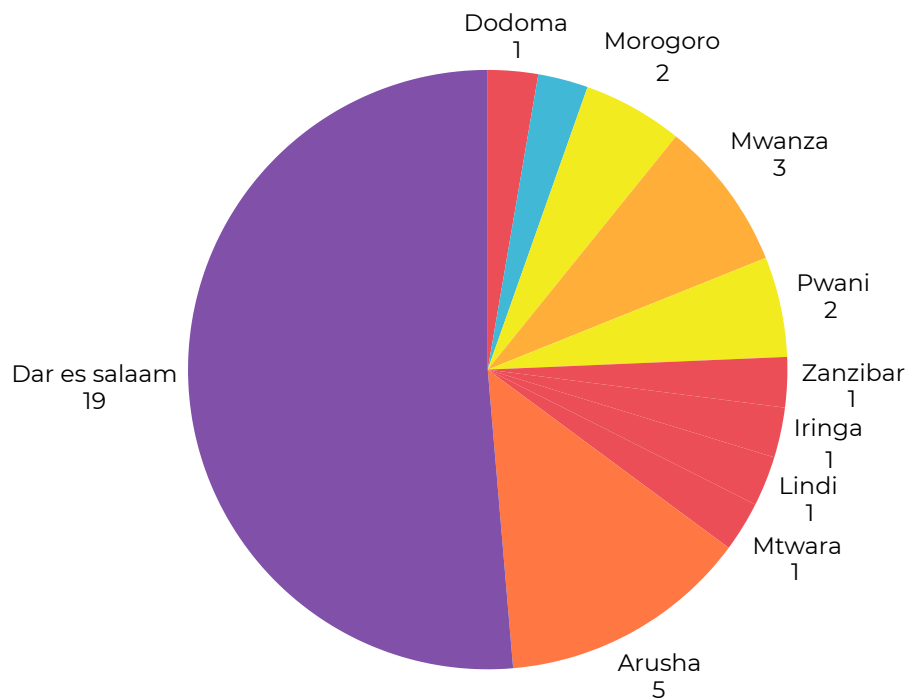


IMPACT TO DATE

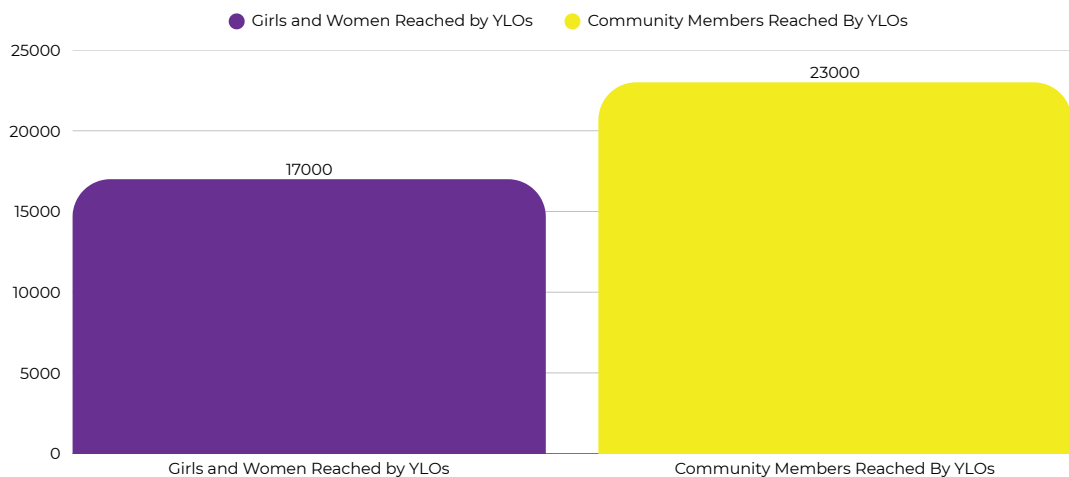
Up to date Impact - Stawi Lab



Youth Led Organizations Per Region



Ripple effect of the YLOs



RESPONDENT OVERVIEW

- **Total Responses Received**

A total of 16 youth-led organizations actively participated in the Stawi Lab Project endline survey, providing valuable insights into the program's impact on their growth and development. These organizations include: Community Hands Foundation, Her Dream Initiative, Zanchangemakers, Binti Kiranja, Call For Environmental Conservation Organization, Friends Of Children And Youth Organization (FOCAYO), Theatre Arts Feminists, MiNova Mental Health Fellowship and Clinic, Her Uraia Clickers, Omom Maasai Community Foundation, Women of Influence, Urafiki Girls, JJBO, Nyayo Tanzania, Teens Corridor Organization, and Tanzania Youths Competence for Community. Their participation reflects a diverse and committed cohort working across various thematic areas, united in their mission to advance the rights and well-being of women and girls across Tanzania.

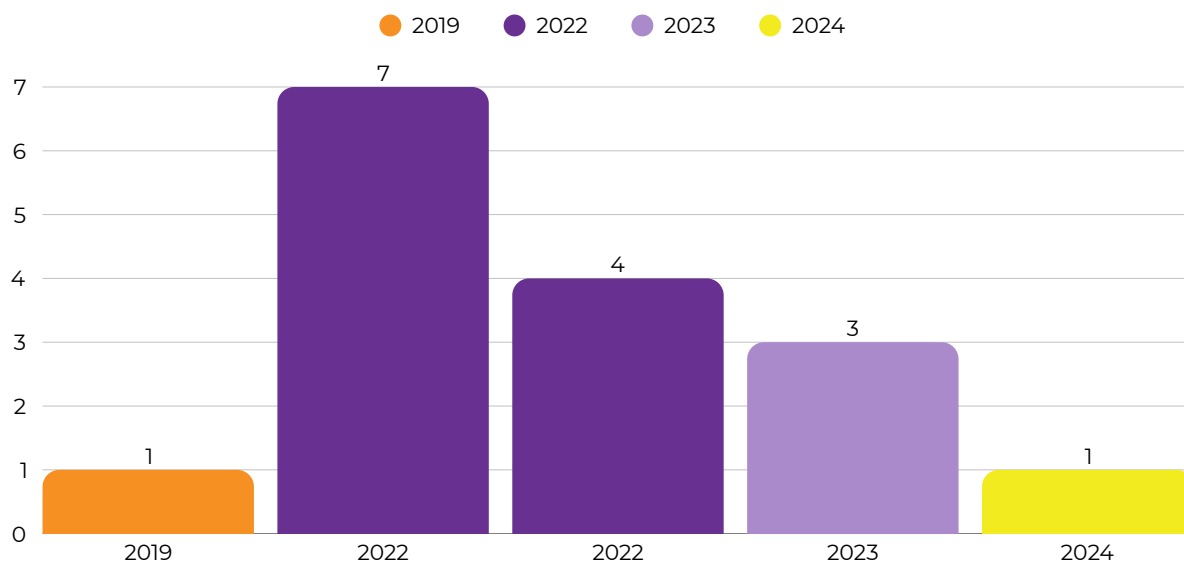


- **Regions Represented**

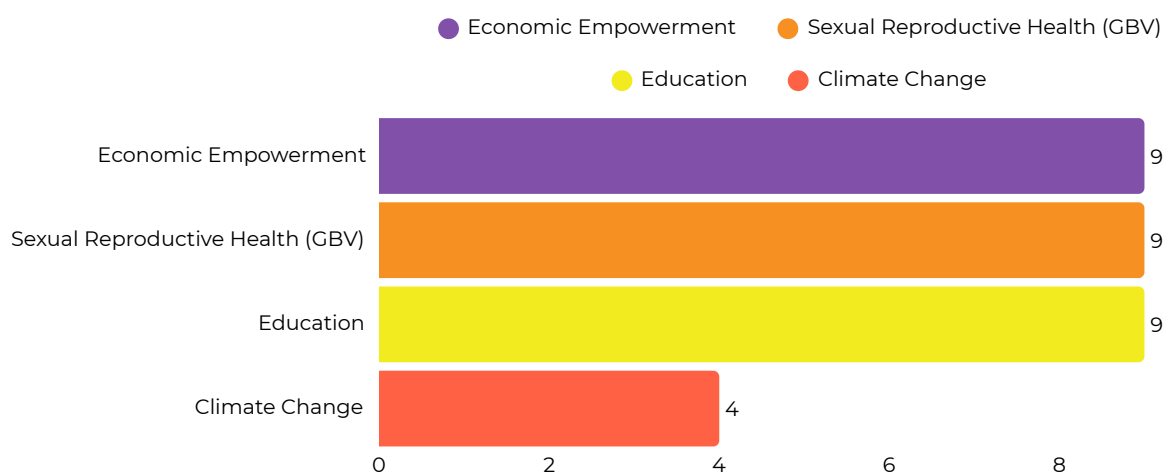
The Stawi Lab Project successfully engaged youth-led organizations from a diverse range of regions across Tanzania, reflecting broad national representation. Participating organizations were based in Dar es Salaam, with specific mentions of Ilala and Kinondoni districts, highlighting the city's strong presence in the initiative. Other regions represented include Morogoro, Zanzibar, Dodoma, Kilimanjaro (notably the Hai District), Arusha, Mwanza (specifically the Ilemela District), and Pwani. This regional diversity highlights the project's inclusive outreach and its commitment to supporting youth-led organizations that work on women's and girls' rights in both urban and rural settings across Tanzania.



- Average Year of Establishment
- The average year of establishment for the organizations participating in the Stawi Lab Project is approximately 2021, indicating that the majority of these organizations are relatively young, having been established within the past three to four years.



- Thematic Focus Areas
- The youth-led organizations participating in the Stawi Lab Project demonstrate a strong commitment to driving change across multiple sectors critical to the empowerment of women and girls. The most prominent thematic area is economic empowerment, closely followed by sexual reproductive health and gender-based violence (GBV), and education. A smaller but significant number of organizations are also engaging in climate change advocacy and action. This diversity of focus reflects a holistic understanding of the complex challenges facing women, girls, and communities, and the need for integrated approaches to address them effectively.



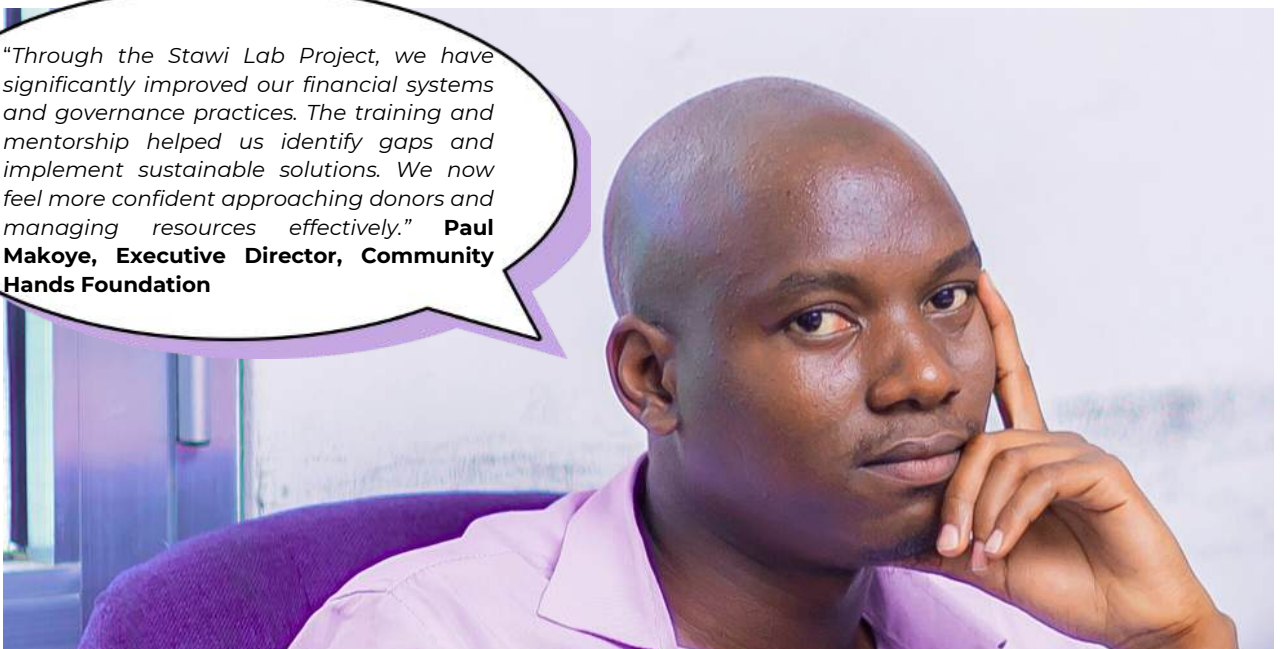
ORGANIZATIONAL DEVELOPMENT OUTCOMES

a. Systems and Structures Strengthened

As a result of participating in the Stawi Lab Project, organizations reported significant strengthening across multiple key operational areas. Notably, Financial Management Systems showed the highest improvement, with 93.8% of organizations reporting enhancements. Strategic Planning and Governance Structures were followed closely, each cited by 81.3% of respondents. Meanwhile, Monitoring & Evaluation (M&E) Frameworks and Talent Management & Leadership Structures were strengthened by 68.8% of organizations. Lastly, Digital Communication and Branding saw improvements in 62.5% of the organizations. These results indicate a broad and impactful influence of the project on institutional capacity and sustainability.



"Through the Stawi Lab Project, we have significantly improved our financial systems and governance practices. The training and mentorship helped us identify gaps and implement sustainable solutions. We now feel more confident approaching donors and managing resources effectively." **Paul Makoye, Executive Director, Community Hands Foundation**



b. Policy Development and Revisions

All participating organizations (100%) reported that they revised or developed at least one organizational policy as a result of the Stawi Lab Project. This reflects a strong commitment to strengthening internal systems and aligning with best practices in governance, accountability, and sustainability.

• Key Policies Developed/Revised

The most commonly strengthened areas included Human Resource policies, Financial manuals, Child Protection and Safeguarding policies, and Gender Equality policies. Several organizations also enhanced their Procurement policies, Governance structures, and Monitoring and Evaluation (M&E) frameworks. Other policies mentioned included Fraud policies, the Code of Conduct, Advocacy policies, and Communication and IT strategies. These policy improvements reflect a collective commitment to institutional growth, accountability, and sustainable organizational practices.

“Through the Stawi Lab program, we successfully revised our national and international volunteer policies and social media policy. These updates have strengthened our ethical standards, youth protection measures, and digital communication practices, ensuring greater accountability, professionalism, and inclusive engagement in all our programs.” — **Abdulhamid Mzee, Executive Director, Zanchangemakers**



FUNDRAISING AND PROPOSAL DEVELOPMENT

- **Organizations that submitted proposals**

All participating organizations (100%) confirmed that they have submitted proposals for funding since joining the Stawi Lab program. This reflects a significant increase in their confidence and ability to engage in resource mobilization efforts, demonstrating that the training and mentorship have effectively strengthened their fundraising capacity.

- Number of Proposal Submissions and Funding Success
- Since participating in the Stawi Lab program, the 16 grassroots organizations collectively submitted a total of 80 funding proposals to various potential donors. This surge in proposal activity strongly reflects the practical application of skills gained through the program's training and mentorship, particularly in areas of resource mobilization, proposal development, and fundraising strategy.
- Out of these 80 proposals, at least 10 have been confirmed as successful, with some organizations securing multiple wins (e.g., one organization reported four successful proposals, another confirmed two). Additionally, three organizations are still awaiting responses, indicating the potential for even more funding success.
- One organization also noted that a recent proposal was submitted but unfortunately rejected, demonstrating both the competitive nature of fundraising and the commitment of these organizations to continuously engage with donors and refine their approaches.
- Overall, these results underscore the enhanced fundraising capacity, confidence, and strategic agility that Stawi Lab has cultivated among participating organizations, empowering them to proactively pursue resources and scale their impact.

- **Funding Secured**

Following their participation in the Stawi Lab training and mentorship, 37.5% of the organizations reported securing new funding, while 62.5% had not yet secured funding but remain active in proposal development and submission. The organizations that successfully mobilized funding include:

COMMUNITY HANDS FOUNDATION

30,000 \$

- Catalytes International Organization – USD 2,000
- Foundation for Civil Society – USD 2,500
- SHOFCO Organization – USD 5,000
- Protection International Africa – USD 2,600

ZAN CHANGEMAKERS

2000 \$

- Leap Africa Initiative for their Youth of Service Day (YoSD) Platform project.

CALL FOR ENVIRONMENTAL CONSERVATION

10000 \$

support from Vijana Plus and Global Green Grants Fund.

OMOM MAASAI COMMUNITY FOUNDATION

10000 \$

from the Trevor Noah Foundation.

NYAYO TANZANIA

1500 \$

from the Nyasaho Foundation.

- These successes illustrate tangible outcomes of the Stawi Lab's capacity-building efforts. The organizations not only gained new knowledge but have also begun leveraging it to attract funding. This positive trend highlights the emerging sustainability and fundraising resilience within these community-based groups.

REACH AND RIPPLE EFFECT

- **Women and Girls Reached**

- Across the 16 participating organizations, women and girls have been directly or indirectly reached and supported since the beginning of the Stawi Lab Project.
- This data reflects the widespread community outreach and diverse interventions carried out by grassroots organizations, with many focusing on reproductive health, economic empowerment, education, and healthcare support. It also demonstrates how the Stawi Lab Project has helped build the capacity of organizations to scale their services and track their impact.



14,368

Women and girls reached

- **Community Reach: Total Community Members Served**
- The organizations participating in the Stawi Lab Project have collectively served approximately 23,777 community members since the start of the initiative. This includes men, women, youth, and families engaged through health services, awareness campaigns, educational programs, and economic empowerment initiatives.

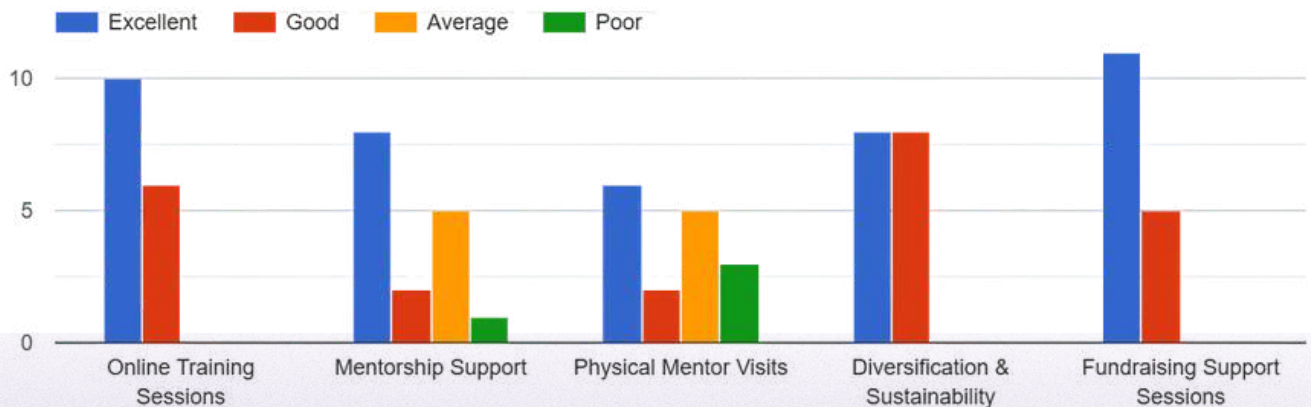


23,777

Communities served

TRAINING AND MENTORSHIP FEEDBACK

Rating of Key Program Components (Average on 1-5 scale)



"The fundraising sessions with Bill Bruty were a game changer. We now have a strong one-pager and pitch deck ready." **Alua Mkilindi,**
Executive Director, Theatre Arts Feminist

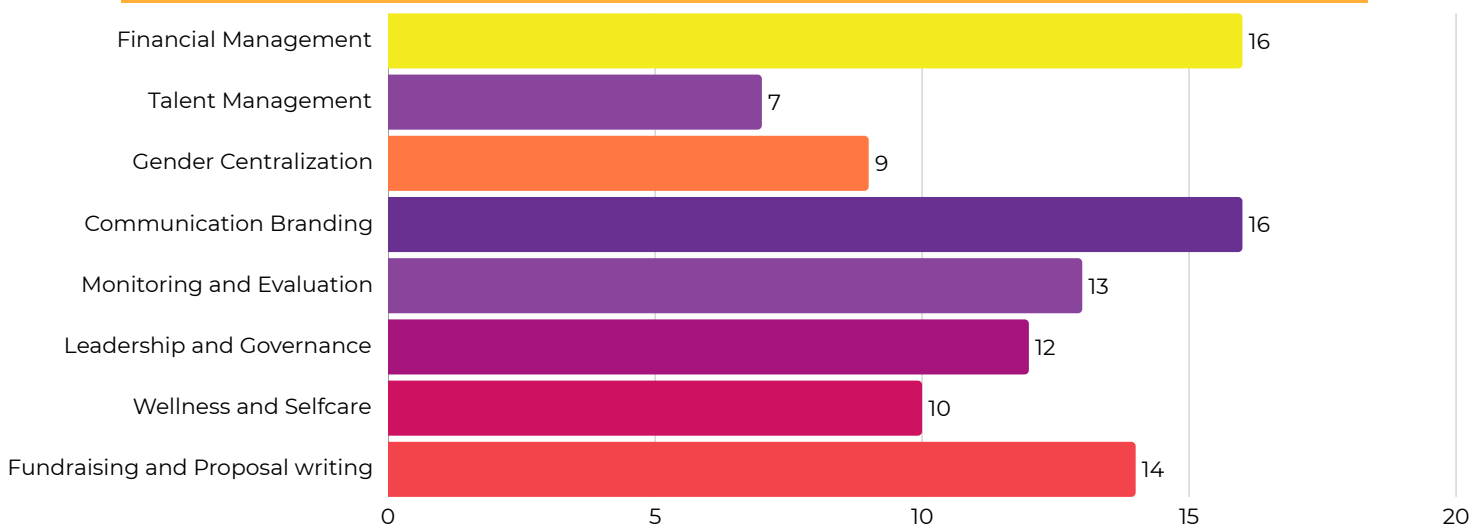


CAPACITY BUILDING HIGHLIGHTS

- Organization leaders who participated in capacity-building sessions emphasized that the integration of financial and programmatic skills with leadership, gender sensitivity, and personal well-being contributed significantly to their enhanced performance and confidence. Notably, topics such as Financial Management and Fundraising, and Proposal Writing were recognized for strengthening resource mobilization efforts, while Leadership & Governance and Talent Management supported improved organizational effectiveness.
- This comprehensive curriculum has been instrumental in equipping the team with the diverse skill set required to deliver impactful programs and sustain organizational growth.



Fig: Most Valuable Topics



ORGANIZATION LEADERS EQUIPPED WITH ADAPTIVE LEADERSHIP TO LEAD CHANGE

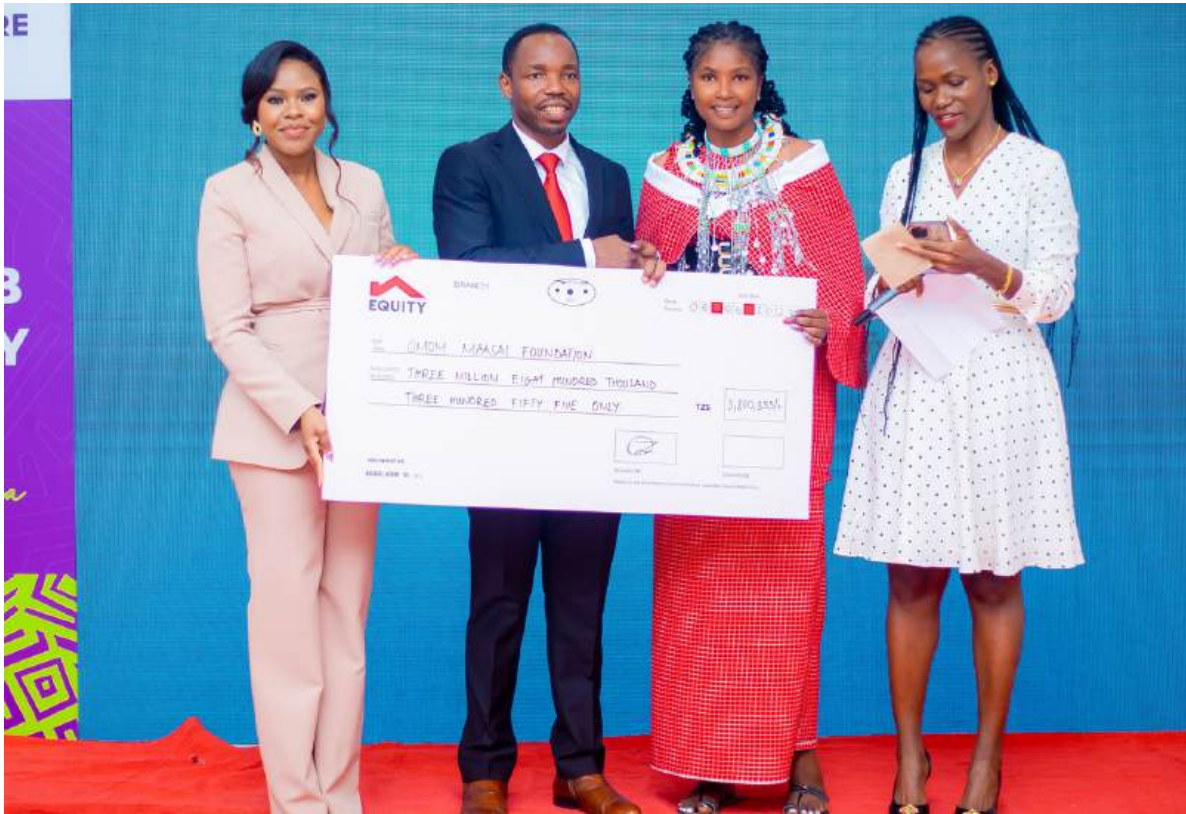
Through the Adaptive Leadership training, facilitated by Dr. Tamara Bauer and Kaitlin Long from the Staley School of Leadership at Kansas State University (USA), 50 organization leaders from across Tanzania strengthened their capacity to lead transformative change within their organizations and communities. As a result of this immersive training, participants are now better equipped to navigate complex challenges, mobilize diverse teams, and apply adaptive leadership strategies grounded in self-awareness, collaboration, and inclusive problem-solving. This initiative, delivered under the U.S. Reciprocal Exchange component of the Mandela Washington Fellowship, has contributed to a growing network of agile, purpose-driven youth leaders driving sustainable impact across the country.



ADVANCING YOUTH LEADERSHIP THROUGH FLEXIBLE AND TRUST-BASED FUNDING

- As part of our commitment to resourcing youth-led organizations, we modeled a flexible, unrestricted, and long-term grant approach designed to accelerate the impact of youth-led initiatives advancing women's and girls' rights across Tanzania.
- In the presence of Hon. Patrobas Katambi, Deputy Minister from the Prime Minister's Office, celebrated and recognized the work of 20 youth-led organizations dedicated to gender equality and social justice.
- To ensure credibility, transparency, and fairness in the grant selection process, an independent panel of five esteemed judges, comprising experts in philanthropy, youth development, and gender advocacy, evaluated all applications and selected the six winning organizations based on clear criteria around impact, innovation, and potential for sustainability.
- The selected organizations received unrestricted seed grants ranging from TZS 1.2 million to TZS 6.3 million, tailored to meet them where they are in their growth journey:
- Minova Mental Health Clinic (Kilimanjaro) – TZS 6.3M
- Omom Maasai Community Foundation (Arusha) – TZS 3.8M
- Urafiki Girls (Mwanza) & Her Uraia Clickers (Dar es Salaam) – TZS 2.5M each
- Theatre Arts Feminist & Community Hands Foundation (Dar es Salaam) – TZS 1.2M each
- This outcome reflects the transformative power of trust-based philanthropy, one that shifts power to young leaders and creates the conditions for them to thrive.





**OMOM MAASAI COMMUNITY FOUNDATION
ARUSHA**



**URAFIKI GIRLS -
MWANZA
HER URAIA CLICKERS -
DAR ES SALAAM**





**THEATER ARTS FEMINIST &
COMMUNITY HANDS FOUNDATION
DAR ES SALAAM**



Ranking from 1st to 6th winner and their prizes

1



**TZS
6.3M**

2



**TZS
3.8M**

3&4



**TZS
2.5M
EACH**

5&6



**TZS
1.2M
EACH**

This outcome reflects the transformative power of trust-based philanthropy, one that shifts power to young leaders and creates the conditions for them to thrive.

IDENTIFIED NEEDS: SUPPORT AND CAPACITY TO STRENGTHEN ORGANIZATIONAL GROWTH

While these organizations have made significant strides in strengthening internal systems and enhancing impact, leaders have identified several areas where additional support would meaningfully accelerate growth and sustainability. These capacity needs fall under the following thematic areas:



1. Resource Mobilization and Fundraising

Across the board, organizations cited the need for:

- Advanced fundraising strategies, including digital campaigns and donor diversification.
- Core funding and operational support to reduce dependency on project-based funding and allow for strategic growth.
- Proposal development assistance and guidance on grant writing to access new funding streams.
- Opportunities to pitch and showcase impact on larger platforms to attract potential donors and partners.





1.Capacity Building and Mentorship

Organization Leaders requested:

- Ongoing mentorship and coaching for staff, particularly emerging leaders, to build confidence and strengthen technical and leadership skills.
- Tailored training on organizational governance, board engagement, and succession planning.
- Staff exchanges or rotations with peer organizations for experiential learning and knowledge transfers

1.Digital Transformation and Visibility

2.Organizations emphasized the importance of digital support, including:

3.Web design and development to enhance credibility, outreach, and donor engagement.

4.Support in digital storytelling and impact communication to better convey their value to stakeholders.

5.Increased visibility through recognition on partner platforms and involvement in public campaigns and events.



1.Strategic Partnerships and Networking


2.To foster broader collaboration, organizations highlighted a need for:

3.Introduction to relevant networks and coalitions for resource sharing and joint advocacy.

4.Connection to corporate and institutional partners aligned with their mission.

5.Opportunities to participate in collaborative projects and regional events.



- 
- A group of diverse women, including those wearing hijabs and a red baseball cap, are smiling and cheering with their fists raised in the air. They appear to be at a community event or workshop.
1. Programmatic and Structural Strengthening
 2. Several organizations expressed interest in:
 3. Seed funding for pilot initiatives and community-led innovations.
 4. Support with systems strengthening, especially MEL (Monitoring, Evaluation & Learning), finance, and HR structures.
- Access to physical resources, such as venues for training and leadership workshops.

A close-up view of the lower legs and feet of several people standing in a line. They are wearing various styles of pants and shoes, including plaid pants and sneakers.

These insights reflect a strong appetite for learning, collaboration, and innovation. By addressing these capacity needs, stakeholders can play a catalytic role in supporting grassroots organizations to scale their impact, deepen community engagement, and achieve long-term resilience.

A table with a water bottle and some papers on it, likely part of a workshop or training session.

OTHER WINS AND REFLECTIONS



"We're developing a youth-focused mobile app offering digital learning and a freelance marketplace, already empowering over 1,000 young people with entrepreneurship and online work skills."— Community Hands Foundation



"We're proud to be recognized among the few organizations in Tanzania working at the intersection of SRHR and climate justice. This year, we joined key national and global networks, contributed to the NDC review process, attracted international volunteers, and developed tools like a one-pager and a 5-minute pitch to better share our mission."— Her Dream Initiative



"We secured support from PBZ Bank, registered on Workaway to engage international volunteers, and strengthened our internal capacity, especially through the growth of our Projects Manager, whose leadership has boosted our program delivery."— Zanchangemakers



"Our leader, Aluwa Hamisi Mkilindi, was selected for the prestigious Bayer Scholar Award to attend the 2025 Summer Institute at Johns Hopkins, affirming our commitment to nurturing strong advocates for gender equality and SRHR." — Theatre Arts Feminist



“We restructured our governance for greater effectiveness, improved how we serve our community, boosted our social media visibility, and strengthened our monitoring and evaluation to better track impact and adapt.”— MiNova Mental Health Fellowship and Clinic



“We’ve reached over 1,000 young women with civic education and leadership training, joined three strategic coalitions, and furnished our own office space, milestones that have strengthened our visibility, impact, and professionalism.”— Her Uraia Clickers



“We formed a women’s cooperative focused on traditional crafts to boost sustainable income for Maasai women, and our work has been officially recognized by the Regional Commissioner's offices in Arusha and Manyara.”— OMOM



“After fundraising training focused on relationship-building, we engaged the Director of Nyansaho Foundation, which generously donated \$1,500 to support vulnerable women entrepreneurs and childcare at Nyayo Tanzania. This funding has empowered 7 women-led businesses and enabled us to purchase play materials for children at our daycare center.” — Nyayo Tanzania



“Teens Corridor secured new partnerships with Ladies Joint Forum, Urafiki Girls, and Life Changing Foundation to expand SRH education and women’s economic empowerment. We were also honored to be accepted into CARE’s Young Women Leadership Program 2024/2025 cohort, recognizing our commitment to gender equality.”— Teens Corridor

CONCLUSION

The Stawi Lab Project has significantly contributed to strengthening youth-led organizations advancing women's and girls' rights in Tanzania. The impact, from policy development to improved fundraising and expanded reach, demonstrates the value of dynamic training, mentorship, and collaboration. Continued support will be vital to sustaining and growing these results.



SUCCESS STORIES

Transforming Health Access Through Bold Leadership and Strategic Growth - Suzan Yumbe

Suzan Yumbe, an aspiring leader and social change maker, is the Founder and Executive Director of Afya Plus, a non-profit organization focused on WASH (Water, Sanitation, and Hygiene) initiatives. Before enrolling in the STAWI Lab program, Afya Plus faced several significant challenges that hindered its growth and ability to secure funding.

The organization struggled with inadequate organizational systems and poorly defined policies, which limited its ability to meet the stringent requirements of major funding bodies. Suzan and her team grappled with these structural issues, finding it difficult to navigate the complex landscape of grant applications and compliance.

When the opportunity to join the STAWI Lab program arose, Suzan saw it as a chance to overcome these obstacles. The program provided crucial training in areas such as organizational development, policy formulation, and resource mobilization.

Thanks to the support from STAWI Lab, Afya Plus was able to overhaul its internal systems and establish the necessary policies. This transformation proved pivotal when the organization applied for the Malala Fund. "Receiving the Malala Fund was a monumental step for us," Suzan reflected. "The grant required us to have comprehensive policies and well-structured organizational systems in place. Thanks to STAWI Lab, we were able to develop these critical elements effectively."

Suzan added, "The training we received from STAWI Lab was instrumental in shaping our policies and systems. Without their support, Afya Plus would not have been able to meet the stringent requirements of the Malala Fund application process. We are immensely grateful for this life-changing program."

One of the key breakthroughs came when Afya Plus received a grant of 5 million Tanzanian shillings. This catalytic support enabled the organization to significantly strengthen its leadership and operational structures, establishing a governing board and introducing three new departments: Monitoring and Evaluation, Communication, and Partnerships & Fundraising. New staff were also recruited, allowing responsibilities to be decentralized and team capacity to grow.

The grant directly supported the implementation of the "Improve 100" project in the Iringa region, empowering 252 adolescent girls and young women aged 16–30. These young women were equipped with knowledge and tools related to mindset growth, sexual and reproductive health, nutrition, entrepreneurship, and financial management—primarily through Village Savings and Loans Associations (VSLAs).

Through these improvements in systems, structures, and strategic proposal development, Afya Plus went on to secure two new grants from international donors: the Segal Family Foundation for institutional strengthening and the Malala Fund for project implementation. To date, the organization has reached 158 schools in Iringa, Mbeya, Pwani, and Dodoma, positively impacting over 16,000 female students across primary and secondary levels.



MiNova Mental Health Fellowship and Clinic: Strengthening Systems to Heal and Empower

Dr. Glory Florentine, Executive Director of MiNova Mental Health Fellowship and Clinic, is a passionate advocate for mental health and trauma healing among women and girls. Before joining the STAWI Lab, MiNova faced major structural gaps that limited its ability to scale impact or attract sustained support. The organization lacked essential systems such as financial management, monitoring and evaluation, governance structures, and strategic planning frameworks.

“At MiNova, we had the passion and drive,” Dr. Glory shared, “but we lacked the foundational structures to operate efficiently or attract long-term funding.”

The STAWI Lab program was a game-changer. It enabled MiNova to strengthen its internal systems, including the development and rollout of key organizational policies, gender, financial, communication, and IT policies. The support also helped the organization reflect on and restructure its governance to be more inclusive and effective.

During the program, MiNova reformed its governance structure, which greatly improved internal effectiveness. The team learned how to deliver services more effectively and reach the community in more meaningful ways. Their visibility on social media significantly increased, helping them connect with a wider audience. Most importantly, MiNova established a monitoring and evaluation system that allowed the team to track progress, identify gaps, and adapt strategies when things weren't working.

As a result of these improvements, MiNova expanded its reach and impact. The organization has provided mental health support to 1,500 women and girls, while reaching an additional 3,500 community members indirectly. Its trauma counseling services have helped young girls, especially those affected by gender-based violence (GBV), recover, re-enroll in school, and reintegrate into their communities with renewed strength and purpose.

Winning first place in the STAWI Lab showcase, MiNova was awarded a 6.3 million Tanzanian shillings grant. This grant is being used to further strengthen organizational systems, from refining financial and M&E processes to reinforcing staff capacity, ensuring MiNova's operations are efficient, accountable, and sustainable.

Dr. Glory's journey with STAWI Lab highlights the power of strong systems and strategic capacity-building. “STAWI Lab didn't just improve how we work, it transformed how we think, serve, and grow,” she concludes.



MiNova Mental Health
Fellowship



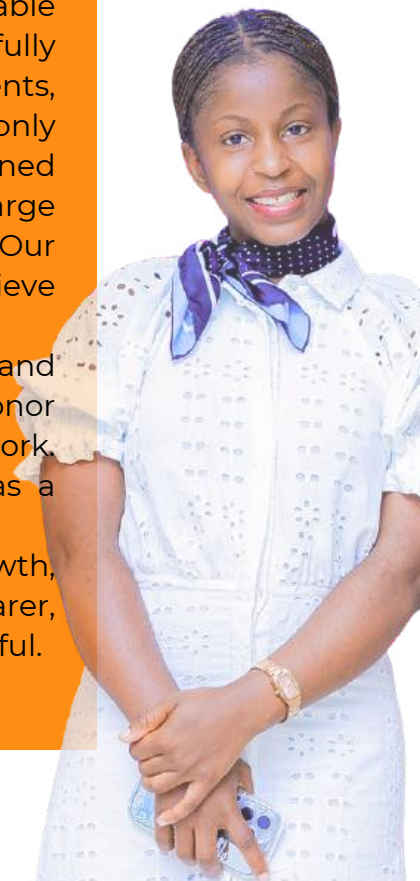
From Mentorship to Impact – Youth Environmental Action in Zanzibar - Zanchangemakers

- Since participating in the Stawi Lab mentorship program, Zanchangemakers has made meaningful progress in deepening its community impact and strengthening its organizational capacity. One standout milestone is securing a \$2,000 grant from LEAP Africa to implement the project, "Empowering Youth for Environmental Action – Youth Day of Service Zanzibar 2025."
- Scheduled for August 10–12, 2025, this youth-driven initiative will bring together young people aged 18–35 from across Zanzibar for an immersive, action-oriented experience. Participants will build practical leadership and emotional intelligence skills, foster civic responsibility, and engage in hands-on environmental action. The project promotes youth-led solutions while cultivating a culture of volunteerism and collaborative problem-solving.
- The confidence and strategic insight gained through the Stawi Lab program were instrumental in developing a strong proposal and forming the vision behind this initiative. With this momentum, Zanchangemakers is not only mobilizing young changemakers but also demonstrating how effective mentorship can unlock new opportunities and drive sustainable, youth-led transformation in Zanzibar.



From Potential to Power: How the Stawi Lab Project Transformed the Call For Environmental Conservation Organization

- When we first joined the Stawi Lab Project, we had passion, drive, and community reach, but we were still finding our footing in how we managed our internal systems, evaluated our work, and aligned as a team. Stawi Lab didn't just train us, it redefined how we operate, grow, and measure impact.
- One of the most profound shifts has been in monitoring and evaluation. Before Stawi Lab, we didn't give much weight to conducting surveys or assessing our events before and after implementation. But through this program, we've come to understand how crucial data and reflection are. Now, we actively carry out M&E activities, which help us identify our strengths and areas for improvement, making our projects more impactful and evidence-based.
- Our team dynamics also changed for the better. There's now a strong sense of coordination, accountability, and shared responsibility. Each member understands their role and carries it out with dedication. This unity has made our organization more effective and resilient.
- Stawi Lab pushed us to strengthen our institutional frameworks. We successfully developed and implemented a Human Resource Policy, a Transparency Policy, and a Sustainability Policy, all of which hold us accountable and provide structure to every decision and action we take.
- Our financial management systems have also seen remarkable growth. We now record monthly financial reports, carefully document all transactions, purchases, and service engagements, and keep track of every receipt. These improvements have not only made our finances more transparent but have also strengthened our funding applications. While we haven't yet secured large funding, the systems we now have in place give us confidence. Our target for this year is to raise at least \$1.5 million, and we believe we're well-positioned to do so.
- Through Stawi Lab, we also gained skills in fundraising and organizational branding. We've developed tools like a donor tracking system and a compelling one-pager to present our work. These tools are increasing our visibility and positioning us as a competitive, credible, and mission-driven organization.
- In every sense, the Stawi Lab Project has been a catalyst for growth, not just in what we do, but in how we do it. We're stronger, clearer, and more prepared for the future. And for that, we're truly grateful.



Building Stronger Systems and Collaborative Impact Urafiki Girls



- Through their participation in the Stawi Lab program, Urafiki Girls has significantly strengthened its organizational capacity, resulting in more effective programs and a deeper community impact. The training provided valuable knowledge in organizational management, strategic planning, and financial oversight, which the team integrated into its daily operations.
- As a result, Urafiki Girls has improved its internal systems, particularly in monitoring and evaluation, as well as reporting mechanisms. These enhancements have not only allowed the team to track project progress more accurately but also to make informed, data-driven decisions. This shift has boosted the organization's credibility with donors and stakeholders, opening doors to more sustainable funding opportunities.
- Beyond internal improvements, Urafiki Girls embraced the collaborative spirit of Stawi Lab, actively engaging with fellow youth-led organizations. This network has fostered shared learning, resource exchange, and joint initiatives, such as training sessions for in-school girls and boys on gender-based violence and menstrual health. These partnerships have amplified impact and created a space where organizations support each other through continuous learning and adaptation.
- By combining strengthened systems with a culture of collaboration and innovation, Urafiki Girls is better positioned to respond to community needs and drive long-term change for girls and young people across Tanzania.



STAWI LAB 2021 ORGANIZATIONS WALL



STAWI LAB 2024 ORGANIZATIONS WALL



MEDIA WALL

Mitaji, masharti kikwazo taasisi za vijana kudumu

Na Mwandishi Wetu

UKOSEFU wa mitaji na masharti magumu kutoka kwa wafadhili vimetajwa ni kikwazo kwa baadhi ya taasisi zinazongozwa na vijana kudumu kwa muda mrefu.

Mkurugenzi Mitendaji wa taasisi za Her Initiative, Lydia Charles alisema hayo Dar es Salaam juzi katika hufu ya kuhitimisha mafunzo ya uongozi kwa taasisi takriban 20 zinazongozwa na vijana.

Lydia alitaja sababu nyingine inayokwamisha vijana kutimiza taasisi zao kwa uimara kwa kutokarwa na taarifa ya kutosha ya namna

zinazongozwa na vijana ili waweze kujua namna gani wanaweza kukabiliana na changamoto hizo na kuboresha mifumo ya uendeshaji wa taasisi zao," alieleza.

Alisema pia viongozi hao vijana ni muhimu kupatiwa mafunzo ya mara kwa mara kwani yanawasaidia kuimarisha stadi zao za uongozi, uwezo wa kufanya maamuzi sahihi pamoja na kuwawezesha kukabiliana na mabadiliko mbalimbali yanapojitokeza.

"Dunia ya sasa imejaa mabadiliko ya teknolojia, siyasa, udhumi na kijamii. Mafunzo ya mara kwa mara huwapa viongozi vijana mbinu za kukabiliana na mabadiliko

saidia katika hatua za awali za uanzishaji wa taasisi hizo na kuweka urahisi katika maula ya kodi, usajili na mambo mengine yote yanayohusiana na uanzishaji wa mashirika ya vijana.

Pia, alipendeleza utengenezwe mfulu wa ruzuku kwa ajili ya mashirika hayo yasiyo ya kisierikali ya vijana ili kujingna misirigi imara pamoja na kuwawezesha vijana moja kwa moja katika kutengeneza mikakati za maendeleo.

Naye Ofisa Mwandamizi kutoka Ubalozi wa Uholanzi, Chikukupi Kasika alisema baadhi ya sababu za taasisi hizo kukosa fedha kutoka kwa wafadhili ni kutokuwa na sera pamoja na mumundo bora wa kutawala.

"Baadhi ya taasisi kutokuwa na kifara rasmi za

kutendaji au wakati mwingine kuendeshwa na nduguzi, jamaa au marafiki badala ya wataalamu kulingana na kifara husika," alisema.

Aliongeza kuwa baadhi ya mashirika ya vijana yanaoekama kutokwa na uwezo wa kuimamia fedha walizozomba.

Kwa upande wake, Naibu Waziri Otisi ya Waziri Mkuu, anayeshughulikia masuala ya Kazi, Vijana na Ajira, Patrobas Katambi aliwataka viongozi wa taasisi hizo kuwa wabunifu, kufanya kazi kwa bidii huku wakaisitirwa kuzingania sheria, maaduni na ushirikiano wa wakati wa utekelezaji wa majukumu yao.

Katamba pia aliwahimiza wanapopata fedha kutoka kwa wafadhili, wazitumie kwa malengo yaliyokwamisha ili kukata tija katika jamii.

'Funding gaps, vital skills deficits hinder survival of youth-led organisations'

By Correspondent Christina Mwakangale

MANY youth-led organisations in Tanzania struggle to stay afloat due to restrictive funding conditions, limited institutional knowledge, and lack of financial resources. Her Initiative' executive director Lydia Charles said over the weekend.

Speaking in Dar es Salaam during the graduation of 20 youth-led organisations training programme, she said such challenges continue to block young people from achieving their goals of transforming communities through the organisations they lead.

The training, known as the Adaptive Leadership Programme, is part of the Stawi Lab project implemented by Her Initiative' to build the capacity of young leaders across the country.

"These barriers pushed us to create a programme that equips youth leaders with the knowledge and skills to overcome operational and strategic hurdles in their organisations," she said.

She noted that the programme offers ongoing mentorship designed to enhance leadership capacity, improve decision-making, and build resilience amid constant technological, political, economic, and social shifts.

"We live in a world shaped by rapid changes. This training helps youth leaders turn those changes into opportunities for growth," she said.

She called on the

directly in national development planning.

"We believe the dreams of Tanzanian youths will not fade—they will shine," she said.

Chikukupi Kasika, a senior officer at the Embassy of the Netherlands, echoed Lydia Charles' concerns, attributing many youth organisations' failure to secure funding to poor governance structures.

"Some lack proper organisational departments or are run by relatives and friends rather than professionals," she said.

She added that some organisations request large sums of funding without demonstrating the capacity to manage even small budgets effectively.

"Donors are hesitant to disburse millions to groups that haven't proven they can handle basic financial operations," Kasika noted.

She also pointed to global shifts in donor priorities, particularly in Western countries, where focus is increasingly turning inward—making external funding harder to obtain.

Kasika advised youth organisations to shift away from seeking support for short-term activities such as two-day seminars, and instead design long-term, results-driven projects.

"We often see proposals for temporary events instead of sustainable youth-led initiatives with real impact," she said.

Deputy Minister in the Prime Minister's Office for Labour, Youth, and Employment, Patrobas Katambi, urged young leaders to be creative and



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Protecting local traders vital to survive amid financial governance challenges

MANAGING local traders is vital to the economic growth of Tanzania. The government should ensure that the regulatory framework is robust and transparent to protect the interests of these traders.

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Quotes of the Week

"Your work is to enlarge the best and to let everyone know they are welcome inside the Church."

Pope Leo XIV - World Leader of the Catholic Church.

"Independence cannot be real if a nation depends upon gifts."

Mwalimu Julius Nyerere - Founding Father and First President of Tanzania.

"If you want to shine like a star, first burn like a sun."

Avul Pakir Jainulabdeen Abul Kalam - Former Indian aerospace scientist and statesman who served as the President of India from 2002 to 2007.

Did you know?

Lincolnshire - longest car

It is longer in the world in the world. It is a record for the longest car in the world.

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Young leaders urged to embrace innovation, ethics

By EMMANUEL MSABAHA

YOUNG leaders across the country have been urged to embrace innovation, work diligently and uphold the rule of law, ethics and teamwork as they carry out their duties.

The Chief Executive Officer of the women-led development organisation Her Initiative, Ms Lydia Charles told youth to seek knowledge and ensure they utilise expertise for the betterment of the nation.

She was speaking during the opening of the week-long training session for 40 youth-run organisations under the 'Adaptive Leadership Program,' a flagship course of the Ustawi Lab project.

She told participants that regular, structured leadership coaching is no longer a luxury, but a necessity in today's fast-changing marketplace shaped by rapid shifts in technology, politics, the economy and society.

"Frequent training equips young leaders with the tools to manage change and transform disruptions into opportunities for institutional growth," she said.

The programme delivered in partnership with local governance experts focuses on key areas such as strategic planning, financial sustainability, decision-making and crisis management.

Ms Charles noted that the curriculum is intentionally interactive, encouraging executives from diverse sectors to exchange experiences, learn from each other and forge strategic alliances that could strengthen their organisations.

"Continuous capacity-building not only sharpens individual leadership styles, but also sows the seeds for grooming the next generation

of managers. The culture of succession is critical to long-term success," she said.

The Project Manager at Ustawi Lab, Ms Nemo Umela explained that the course was developed following an assessment that revealed many youth-led non-profits lacked solid governance structures, making it difficult for them to attract and retain donor funding.

"Today's financiers look for strong systems in financial human resources and compliance," Umela said.

She added: "Without them, even the most promising organisations collapse once initial seed grants run out."

He added that investing in young executives should not be seen as a luxury, but as a vital pillar of sustainable development.

"Empowered leaders become catalysts for innovation, prosperity and competitiveness in today's world," he concluded.

Participants will receive follow-up mentoring and periodic audits to help translate classroom insights into meaningful boardroom reforms.

Founded in 2015, the initiative has trained over 3,000 women and youth across Tanzania in entrepreneurship, digital skills and reproductive health. Its latest venture is supported by a coalition of local philanthropies and international development partners.

Analysts note that young people make up nearly 60 percent of Tanzania's population and are increasingly leading civic society organisations and start-ups. However, market formal management training, leaving them vulnerable to regulatory missteps and drifting from their commitments.

[Daily News Link](#) [The Citizen Link](#)
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PARTNERS WALL



MADRE



PICTURE WALL



[Stawi Ceremony_photo dump](#)

[Adaptive Leadership Program Day 1 photo dump](#)

[Adaptive Leadership Program Day 2 photo dump](#)

[Stawi Fundraising Capacity Building photo dump](#)



her Initiative

Knowledge and Awareness Makes a Great Woman

#MiaKwaVijana

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