



ANNUAL IMPACT REPORT 2021

Adapt to living in a COVID world



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ABBREVIATIONS

FROM THE EXECUTIVE DIRECTOR'S DESK

This 2021 Annual Impact Report highlights what has been achieved while implementing our 5 Year Strategic Plan (2021-2025), by pooling our knowledge, efforts and resources toward a common goal of making a difference in people's lives.

We now live in a COVID-19 world which is troubled with constant uncertainty about personal safety as well as collective health and economic well-being. Low-income individuals and communities, the elderly, people with disabilities and women bear the brunt of the effects of COVID 19 pandemic and have become more vulnerable. COVID 19 has made an already difficult situation for some of the most vulnerable marginalized communities, all the more despairing. They lack access to basic services such as access to water and sanitation facilities because they live in places that are historically underserved, geographically isolated, and economically marginal. In other words, the crisis made us realize the importance of forging ahead with our mission even more. We believe that equitable access to basic services such as water, sanitation and hygiene facilities alongside education and health is key to successfully tackling poverty.

Every single issue facing the world be it poverty, education, social justice, economic development, the environment, gender equality, food security, or health have one element in common: access to water. And yet a huge segment of the population still does not have access to water or soap. Lack of appropriate hand hygiene knowledge, inadequate handwashing behavior, and inadequate awareness raising about the importance of handwashing and other hygiene practices exacerbates vulnerability to COVID 19.

The launch of our 5 Year Strategic Plan in 2021 took cognizance of the fact that ending poverty and other deprivations must go hand-in-hand with strategies that reduce inequality and injustice. Throughout 2021, we focused on facilitating improved access to basic services for vulnerable populations. We prioritized measures to secure the continuity and affordability of WASH services and products. Our activities focused on improving quality and coverage of these services to ensure they can reach the most vulnerable segments of the population. We developed targeted messaging for key stakeholders and at-risk groups, using multiple delivery channels (digital, handouts, awareness sessions and mass media).

In 2022, we will launch handwashing campaigns including in schools and public spaces, to improve the continuity of preventive practices among children, at-risk groups, and the general public. Our contribution to the

COVID-19 response will still continue being primarily promoting good hygiene, and particularly, ensuring frequent and proper handwashing. We will continue raising funds to support interventions around advocacy for the rights of women and children, we will intensify capacity building for staff so that they could provide quality services, and invest in skills building of our beneficiaries and improvement of organizational structures and systems so that we build a strong institution living up to its mission.

We thank all our supporters and partners for working with us to fulfill our mission.

Fortunata Temu,
Executive Director

OUR VISION, MISSION AND INTERVENTIONS

Vision

My LEGACY envisions poverty free communities living dignified lives.

Mission Statement

To equip women and youth with skills to address socio-economic challenges in their communities.

Leaving a Legacy of empowered communities

The society in which we live is connected by legacies passed down from those who came before us and the legacies we pass down to those who come after us. The Founders of My Legacy share a strong desire to empower people so that they could move towards a life of dignity and become self-sufficient. Empowering people is critical for achieving poverty eradication.

Poverty is not just about money. It includes issues of access to services such as water and sanitation, food and shelter, health care and education. It is also about marginalization and exclusion. People living in poverty often do not have the means or know-how to come out of poverty. Poverty eradication requires motivation and resources to come out of poverty. Empowering people is the main way to eradicate poverty.

It is the desire of the Founders to empower our targeted beneficiaries by equipping them with skills to make informed choice and negotiate for their rights and have access to resources for their development. By empowering people living in poverty to be part of the solution, we could move from abstract thought about poverty eradication into real action by providing individuals, families, and communities with what they need to succeed. This could be relevant 21st century education to gain employment or get the require capital to start businesses of their own. If people who live in poverty are empowered through education and skills, they could take charge of their journey out of poverty and inspire others to do the same. This empowerment is the legacy that the Founders want to leave.

There is limited progress in the reduction of poverty and vulnerability exacerbated by the disruption to the favorable macroeconomic environment caused by the COVID-19 pandemic. The COVID-19 pandemic has had a devastating impact on poverty levels and inequality. Poverty in Tanzania remains at 49% of the population (about 26 million people). In addition, poverty vulnerability is substantial, and three Tanzanians fell into poverty for every four who moved out of it.

We need everyone to contribute to constructive solutions to poverty. As an organization, we work with various stakeholders and partners to realize our vision of eradicating extreme poverty by improving access to sustainable livelihoods, entrepreneurial opportunities and productive resources. We embrace and develop strategic partnerships for socio-economic resources development and enable us strategically and sequentially move forward to enhance capacity of both women, men and youth to participate in leadership, contribute to economic activities and benefit from growth processes.

More importantly advocating for protection and promotion of women and children's right to genuine social inclusion and to meaningful family/household and community participation. Together we walk this path to save the marginalized women, children and youth by promoting collaboration, mobilizing partnerships and galvanizing efforts of different actors.

Our Thematic areas

Our work is to serve communities through an approach that will reduce poverty by working with women and youth around three thematic areas:

- **Economic empowerment as a vehicle for poverty eradication**

We focus on empowering women and youth because demographically they are a majority group, yet marginalized economically. By targeting women and youth, we are dedicated to increase their skills for employability and entrepreneurship, provision of access to productive resources, advocating for enabling and institutional environments, and capacitating the youth and women to unlock their potential to engage in entrepreneurship and decent work as drivers of progress towards sustainable, inclusive development.

- **Inclusive Leadership as a strategy to address community challenges**

We believe that women and youth should be part of the solutions to community problems. The youth can use creativity, idealism, and energy to work in households, schools, communities and at national level. We strategically invest in inclusive leadership due to its potential to promote participatory democracy in which an ever-increasing majority of ordinary citizens could be involved in addressing critical social and economic problems and lead social change. If the youth have clearly defined leadership roles and opportunities, it will allow and motivate them to actively participate in their communities rather than having passive roles.

- **Promotion and Protection of women and children rights leads to gender equality**

Women and girls are subjected to multiple and intersecting forms of discrimination and violence, and are confronted with a systematic denial of

rights which leaves them inferior to their male counterparts. This situation calls for advocacy for behavior change, change of practices and social norms. We are strategically focusing on advocacy for the protection and promotion of women and children's right so that they could fully realize their fundamental human rights especially rights to education that is relevant to 21st Century.

Programmatic interventions in 2021

Our interventions for the year focused on our three programmatic areas, with the aim of building the capacity of women and youth community leaders to influence issues that matter, and take the lead in solving community challenges. We put a lot of emphasis on economic empowerment interventions because they are enablers to access to social services including water, housing, sanitation, health and education, to sustain the future generation. My Legacy recognizes that strategies, activities and expertise drawn from its programs, play a significant role in shaping My LEGACY's approach to achieving our community-impact and partner objectives.

During the 2021 financial year, we implemented two key strategic interventions which combined awareness raising and sensitization for behavior change, access to service provision to vulnerable community members and skills training for economic empowerment.

▪ COVID 19 Emergency Response Project

This project which we called “*Nawa Mikono, Boresha Makazi*” covered 8 schools, 2 markets and 3 ward service provision centers in Kawe, Kunduchi and Wazo wards, in Kinondoni District. The project focused on promoting personal hygiene, through sensitizing communities on taking simple precautions against the COVID-19 pandemic such as regularly and thoroughly washing hands with soap and running water as the main prevention method.



Left: My Legacy Project Officer distributing masks and T-shirts to Jangwani Beach Primary School. Right: students from Ukwamani Primary School practicing hand washing after receiving the facilities.

Public awareness messages on COVID-19 preventive measures were developed covering multiple fronts including positive hygiene and sanitation behavior in the community including homes, schools, work areas and transportation (bus stops). Radio stations and television channels were used to broadcast public awareness messages against COVID-19. One radio broadcast is estimated to reach about 80,000 listeners while a television broadcast reaches approximately 50,000 viewers at a time. Dissemination was through mainstream media, social media, and open-air community engagement sessions. This translated into increased community awareness and practice on protective behaviors against COVID-19. Journalists, being a key vehicle for disseminating information to the public were targeted with information on how the media could help to combat COVID-19 by tackling misinformation and promoting advice from health authorities. This led to wide broadcasting of COVID 19 prevention messages reaching approximately 3 million people. In addition to sensitization and awareness, accessible community hand-washing points equipped with water tanks, sitting tables, and liquid hand washing soap were established in strategic locations in schools, markets and service centers so that frequent handwashing could be practical. We supported community livelihoods as part of coping mechanism whereby small-scale entrepreneurs were trained in soap making to ensure sustainability of hand washing in the project location and also ensured income generation for self-sustenance.



- **COVID 19 Response through community awareness and livelihoods support**

Implementation of this project which began towards the end of 2021 expands the scope of “COVID 19 Emergency Response Project” to amplify achievements made. Under this project, WASH campaign targeting 20 additional schools and the wider community will not only contribute to behavior change in hygiene but will also lead to lifelong good health to children and their families. It will also contribute towards healthy and secure school environments that can protect children from illnesses caused by poor sanitation. The training of women and youth entrepreneurs will be scaled up to support communities to access affordable hand washing soap.

Our Pipeline Projects

- **Global Fund COVID 19 program**

My Legacy signed an MoU with Amref for “Activity Based Funding to implement BL 281:-CSO capacity building to engage Government of Tanzania and stakeholders in Dar region”. Funds will come from the Global Fund for AIDS, Malaria, and Tuberculosis (GFATM). The activity targets 100 target beneficiaries (50 CSOs participants, 5 decision makers, 25 government actors and 20 influential people) in 5 Districts of Dar es Salaam Region. While focus will be on COVID 19 prevention, the activity seeks to support the Ministry of Health's efforts to reduce the spread of COVID 19 by mobilizing action from stakeholders, empowering CSOs, government actors and other stakeholders to raise awareness on COVID 19 risks and advocating for precautions such as regularly and thoroughly washing hands with soap and running water and advocacy on uptake of the COVID-19 vaccine. Additionally, the activity will enhance stakeholders' capacity to support community members with coping mechanisms during the COVID 19 pandemic. This activity will be implemented during the 2nd quarter of 2022.

- **Addressing violence against children and adolescents (VACA)**

In order to safeguard the rights of children, My Legacy in collaboration with other NGOs (Gender and Adolescent Initiative and Children Dignity Forum (CDF)) conducted a situation analysis on Violence against Children -in Kitunda Ward, Ilala District in Dar es Salaam to understand the extent of Violence against Children (VAC), and identify gaps in capacity and capability of stakeholders to address the problem. The report enabled the cluster members to develop a joint programme to address violence against children and adolescents (VACA) in the selected communities. This project is expected to be rolled out during the 2nd quarter 2022.

IMPACT OF OUR PROGRAM

2021 in numbers

10,518 students (5,421 Females and 5,097 Males) from 8 schools benefited from the Hand Washing Facilities provided by the COVID 19 emergency response (Nawa Mikono) Project.

19,272 community members (10,225 Females and 9,048 Males) from Kawe, Kunduchi and Wazo wards benefited from the Hand Washing Facilities provided by Nawa Mikono Project.

11,979 people in schools, markets and in the streets were reached with hygiene messages through posters, leaflets and t-shirts.

1,000 people in 3 wards were supplied by face masks to protect themselves against COVID 19.

6,500+ people were reached on social media platforms (Twitter, Instagram and Facebook) and 5,000,000+ were reached through televisions, radios and newspapers.

5000 litres of Liquid handwashing soap distributed

4000 face masks

2,031 students (1,147 Females and 884 Males) were sensitized on good hygiene practices and sanitation.

490 community members (263 Females and 227 Males) were sensitized on good hygiene practices and importance of safe housing.

IEC materials- **340** t-shirts, **400** posters, **350** stickers, **500** leaflets, **16** reflector vests, **24** caps, **4** banners

70 (225litres) water tanks, 5,000 liters of liquid soap, 70 soap dispensers and 70 water buckets were distributed in 8 schools, 2 markets and 3 Local Government Offices in 3 wards.

60 journalists, local government leaders and school management have been reached through stakeholders' feedback meetings and created working relationships with them.

50 youth and women (38 Females and 12 Males) including 5 (2 Females and 3 Males) People with Disabilities (PWDs) were trained on entrepreneurship skills and

Key Achievements

- **Behavior change and improved hygiene practices**

As a result of our investment in sensitization and awareness raising activities using the media and directly engaging with the community, students and community members have become more aware of the importance of hand washing for disease prevention.

Accessibility and adequate handwashing facilities in markets and schools motivated students and community members to frequently wash their hands which led to low numbers of disease transmission such as COVID 19.

The change in behavior means that communities spaces and schools have become safer for people to proceed with their daily activities while protecting themselves against communicable diseases.

- **Provision of Livelihood Skills for Economic Empowerment**

In the course of empowering youth and women to overcome poverty through their own entrepreneurial initiatives, My Legacy capacitated youths, women and Persons with Disabilities (PWD) with knowledge and skills on business management, marketing and business registration. Participants were also made aware of legal and other compliance requirements for establishing a small “soap making industry”.



Left: participants presenting their group work in front of others. Right: Samples of liquid soap produced, detergent, hand wash and shampoo respectively.

In terms of skills, they were given practical training on how to make different types of liquid soaps including multi-purpose washing detergent, hand washing soap and shampoo.

This knowledge was an opportunity for teachers who participated in the training to create school income generating projects and for the youth to start

their own businesses as alternative for the competitive formal employment sector.

- **Increased Youth Employability through the Volunteer Program**

One of our Strategic Objectives in our 2021-2025 SP is to enhance skills, tools and opportunities necessary for jobs and careers that lead to economic self-sufficiency for economically vibrant communities. We will achieve this by designing and implementing programmes for youth and women in key areas, such as employability, placement/ Internship and volunteering.

My Legacy has a policy to develop a pool of skilled young professionals and offer them an opportunity to compete for vacancies within the organization and make references for those looking for jobs. Our volunteer program focuses on developing the necessary employability skills by giving them an opportunity to acquire skills and get exposed to opportunities that are necessary for jobs and careers that lead to economic self-sufficiency.

In 2021, 6 volunteers were recruited and placed in different sections within the Operations and Programme units. 1 volunteer successfully completed the program and was offered a job opportunity at My Legacy due to his proven dedication, positive attitude and ability to learn on the job and acquire the skills required for the position of project officer. The program plans to scale up in the next year to allow more youth graduates to benefit.

- **Establishment of Strategic Partnerships with Government and NGOs**

My Legacy's partnerships are with those organizations that align with our vision and core values. In this regard, we partnered with Habitat for Humanity Tanzania (HFHT) in the implementation of the 2 COVID 19 response projects. This partnership has enabled successful implementation through the funds that the partner contributed to support the projects.

My LEGACY has leveraged partnerships with government from the district to ward levels. This partnership has enabled My Legacy to carry out its activities with full support of the local government and schools' management. Convening stakeholders feedback meetings has informed My Legacy's interventions which led to obtaining more positive results. My Legacy created partnerships with other NGOs like Children's Dignity Forum (CDF) and Gender and Adolescents Initiative (GAI) who are potential partners for My legacy's advocacy for girls' rights to education. My Legacy is also a member of the Tanzania Ending Child Marriage Network (TECMN).

- **Development of winning proposals**

In 2021 My Legacy dedicated efforts to mobilize additional resources that would support the implementation of its 5-year Strategic Plan. This included writing proposals and partnering with other organizations to develop joint programs to utilize the limited resources available. My Legacy successfully secured

additional funds from Habitat for Humanity Tanzania (HFHT) to launch the WASH Campaign. Also, on the other hand secured the COVID 19 Response fund from AMREF Tanzania through Non-State Actors for Health. These two projects have supported My Legacy to continue implementing its 5-year Strategic Plan 2021-2025.

- **Strengthening Organizational Governance and Human Resource**

In 2021, as an organization, we continued improving, strengthening and applying management processes and systems that ensure effective use of both our financial and human resources to achieve our vision and goals.

Senior management continued providing leadership for policy, planning, operations, process integration, and coordination in line with our 5-year Strategic Plan. We strived to ensure that our administrative, finance, and personnel policies and procedures are up to date and made available and adhered to by all staff. For 2021 we held 1 staff capacity building training for all staff, and 2 orientation meetings of new staff where all key policies and procedures on financial management, human resources and donor requirements were presented and staff given opportunity to seek clarification on any aspect. In addition, copies of relevant policies are included in the orientation package handed out to staff.

We have written agreements with all our partnerships, which help to define and foster trust and cooperation.

Our Board met 2 times in 2021 (as per our constitution) and provided guidance to Management in fulfillment of the organization mission and our strategic plan.

My Legacy's has developed a Resource Mobilization Strategy (2021) which is linked to the Strategic Plan with a goal of ensuring continuity of core programs.

Although My Legacy as an organization has been functioning, we still face shortages of human and material resources including financial resources that are necessary for the full implementation of our Strategic Plan which is not fully funded.

Impact stories:

The following are some impact statements collected from the COVID 19 Emergency Response Project beneficiaries in Kawe, Kunduchi and Wazo wards. These project beneficiaries have not only expressed their appreciation of the hand washing facilities distributed but have also attested to the improved hygiene practices experienced over the course of the project implementation. Such testimonies give us a clear picture of the relevance of strategies applied and the community impact made to the beneficiaries as a result of our interventions in 2021.

- **Local Government - testimony**

“The project has benefited us in our local community, and our people in the way that the facilities have improved environmental management and stewardship aligned with sanitation practises.” - Maimuna Kondo (Committee Member) from Mbezi Beach B local government.

- **Student’s Testimony**

“My legacy has helped our school and students to develop a habit of washing hand regularly. We have changed behaviour by improving sanitation which in turn has helped us to perform better in studies. You have supported the school with the provision of water tanks, soap, safety equipment and facilities of which we did not have before in our school. We are so grateful.”- Student from Twiga Secondary School.

- **Teachers Testimonies**

‘On behalf of the School Board, Parents Committee, Teachers and other Staff, I would like to express my gratitude to you for your endless support since June 2021. You have contributed to improving student’s and teacher’s health. For a long period of time, we have suffered from limited hand washing facilities which put teachers’ and students’ lives at risk because they were exposed to transmittable diseases. With this letter, we would like to assure you that we will take care of the facilities you supplied us with and they will be used for specific and approved purposes respectively. I will take charge of that so as to yield better and positive outcomes for Kisauke Secondary School community and the nation at large. - Rachel Elikana Kishishi, School Headmistress. Kisauke Secondary School.

“We would like to express our gratitude as Mtongani Primary School, for the hand-washing facilities we have received from My Legacy Organization in partnership with Habitat for Humanity Tanzania. Your support has changed the general hygiene behaviour in our school because students and staffs utilize the facilities in an effective manner. We ensure that they wash their hands to and from washrooms and before entering classes. The facilities have inculcated a hand washing culture in our school. It is now a normal practice for students to wash their hands when going in and out of their classroom, during tea break and before/after lunch break. This is because of your sensitization about hand washing using the hand washing facilities that you have supplied. We are thankful to you and request more consideration to our school for future support”. -Ayubu B. Mkahala, Head of School-Mtongani Primary School-

ENABLERS

Our achievements for 2021 attests to support and guidance of our Board of Directors, effective management, a dedicated project team, community participation, and government involvement. However, there are other enabling factors that contributed greatly to the success of our programme and we would like to highlight the key ones as follows:

Communication

Communication has been an important tool in connecting us with the beneficiaries and stakeholders. In 2021, My Legacy used different channels to communicate with our audience including in outreach programs where staff met beneficiaries directly and engaged and shared knowledge on hygiene and safe housing. My Legacy also used public events hosted by the Local government to communicate with community members.

Use of the media including mainstream media such as *Mwananchi Newspaper*, *Mwanahalisi Tv*, *Wasafi Tv*, *Uhuru Newspaper* and *ITV* enabled communication with wider audience.

Also, through the use of social media platforms like Twitter, Instagram and Facebook we interacted with youths, other NGOs and development partners to communicate our vision and raise awareness on the current projects.

Working relations with media has increased My Legacy's visibility on social media platforms, radios and TV stations reaching a wider community with hygiene messages both in and out of Dar es Salaam.

Advocacy

In 2021 My Legacy engaged in advocacy around rights of women and children in partnership with other NGOs. As members of the national Tanzania Ending Child Marriage Network (TECMN) we joined hands with other NGOs to advocate for protection of girls' rights to education by condemning child marriage. My Legacy is set to increase adolescent girls' attendance and retention in schools by making the school environment safe for girls through proper management of menstruation through a School WWASH programme which will be rolled out in 20 schools in 2022. A Baseline Survey on the Water, Hygiene and Sanitation (WASH) situation in schools will be done before establishing the WASH program and rollout WASH campaign in 2022. The outcome of the baseline will inform our advocacy strategy

Learning

My LEGACY believes that in order to achieve the community impact objectives, dynamic learning in collaboration with partners is required. With this

understanding My Legacy convened feedback meetings with key stakeholders for mutual reflections, sharing insights and collective actions. Local government authorities, school management and the media have been key in shaping the program to bring the best results with their expertise. Through feedback meetings, My Legacy completed the COVID 19 Response Project with great achievements which opened doors to the second phase of the project and to leverage our experience in implementing COVID 19 response project to access the AMREF/Global Fund resources.

Stakeholders' engagement

My Legacy's involvement with the local government authorities has provided necessary support in rolling out programs, local government leaders have been the gateway to the most vulnerable communities including PWDs. School managements have also played a vital role in designing IEC materials with appropriate messages, constantly reminding students to wash their hands and maintenance of the hand washing facilities. Working with the media and other NGOs has been a good opportunity for My Legacy to grow and to push her agenda forward to a wider community, and conduct fundraising in partnership with like-minded NGOs. Lastly the contribution of development partners such as Habitat for Humanity Tanzania (HFHT) cannot be overlooked. It is through their support that My Legacy has achieved its objectives and brought the agenda on safe housing to the community.

KEY CHALLENGES

My Legacy encountered obstacles and challenges while implementing its plans for 2021. The key ones are as follows:

- **Delay in commencing activities for 2021**

Implementation of activities was scheduled to start in February 2021 but due to denial regarding the existence of COVID 19 in the country, NGOs were unable to speak about any activity that would imply existence of the threat of COVID 19. My Legacy coined “*Nawa Mikono kwa Afya Boresha Makazi*” theme to avoid mentioning COVID as we introduced the project to the different levels including in the community. Full implementation of our project started towards the end of March 2021 when the government had officially announced joining the global community in the fight against COVID 19.

- **Dealing with bureaucracy**

Entry into the community must follow a bureaucracy by obtaining the necessary permits and introduction letters. It was difficult to obtain the necessary approvals on time due to the organization being new and small. Finally, the approvals were obtained and the project started towards the end of March 2021.

- **Delayed transfer of funds**

Delayed transfer of funds led to delayed implementation of the project activities. Some of the activities were rescheduled to be implemented with others at the end of the year which exerted pressure on the project managers. Also, there is still a lot to be accomplished in the Strategic Plan due to limited funds. More funding streams are needed to accomplish smooth implementation. Funds that were raised are restricted hence confined to only those activities in the project and according to the budget lines.

LESSONS LEARNED

Lessons in project implementation:

- **Children can influence behavior change at family and community level**

Students/Children have the power to influence their families and community members on the good practices learned at school. It is strategic to invest in students by imparting them with leadership skills, reproductive rights education and WASH knowledge and practices. This will lead to reaching a wider community, improve their living conditions and additionally create youth who are self-sufficient.

- **Stakeholders' involvement provides timely solution to challenges**

Local government authorities, school management, NGOs and development partners are key in obtaining results. Through creating knowledge sharing platforms and documenting key learnings, My Legacy will make informed decisions on interventions, could strategically engage with communities and align its work with development plans and avoid duplication of efforts at the district and community levels.

- **Grooming volunteers yields skilled manpower to support organization work**

There is a huge gap between youth who graduate each year and the available job opportunities in terms of what employers need and the skills possessed by the graduates. My Legacy's volunteer program could be programmed in such a way that its scope could be widened to support job seekers and those interested in self-employment. My Legacy has plans to introduce an incubation programme and mentorship to enable the youth acquires skills which will not only give youth a competitive armor when they enter the job seeking or business world but would also build their self-confidence to tackle different challenges facing youth including starting their own businesses.

- **Vulnerable groups need more support to enable them escape poverty**

My Legacy has just gained momentum on economic empowerment to women and youth including those with disabilities. 50 women, youth and PWDs from marginal communities attended the first training on entrepreneurship with a focus on soap making. From their feedback and recommendations, it has been noted that most youth, women and PWDs lack entrepreneurship skills and that is why some of them start businesses which are only short lived. They need to have relevant skills to make a decent living such as soap making, pastry making, tailoring, catering, etc. They need to be supported to access credit

which will enable them to start their business in response to the skills that they acquire from soapmaking training.

For the case of PWDs only few of them get such opportunities to learn. And it was an opportunity to continue supporting this often-marginalized segment of the society by facilitating them to form economic groups and help them mobilize resources including linking them with micro finance institutions to access capital that could enable them to start their businesses .

- **Use of social media is a cost-effective strategy to reach many people with messages**

Social media is a very powerful tool to connect with beneficiaries, other NGOs and development partners. If used strategically, My Legacy may acquire useful insights from youths regarding matters that affect them such as unemployment, insights on leadership participation and gender issues. Moreover, My Legacy could share the work done and achievements with development partners who may be interested to support My Legacy's programs.

Lessons in Partnerships:

- **Effective partnerships start with mutual trust and accountability at the highest levels**

We have learned that a project like COVID 19 response could not be implemented successfully without collaborating with other stakeholders. Partnerships between My Legacy and HFHT, school management, local government, media and communities were key in achieving the objectives of the project. While implementing the COVID 19 response projects, we learned that trust among partners is the key to a successful partnership. Trusting did not necessarily mean completely agreeing to everything, or thinking the same way as the other. It meant developing an equation that allows partners to communicate freely, discuss and then come up with conclusions with everyone's inputs.

- **Involvement of those in leadership roles is important for successful partnerships.**

This has ensured the real alignment of vision and values of both organizations, and also paved way for long term and enduring partnerships in strategic terms.

- **Capitalizing on core competencies of each partner organization**

Each partner organization has its own strengths and core competencies. Finding a good match, making best use of each other's strengths is the advantage of working in partnerships.

- **Enhancing awareness of the organization's brand**

Working in partnership is an effective strategy in promoting each organization to reach broader networks or partners. Working with HFHT we have featured its brand through our social media and other media engagement activities and materials produced which carry the logos of both our organisations. This has doubled the branding strategy.

GOVERNANCE

My Legacy is still at its infancy stage. The Founders have been generous in donating resources including financial, technical and material to make sure that the organization gain strength by the day. The positions of the Executive Director and Operations Manager have not been funded hence the founders are working on voluntary basis.

In 2021, we managed to raise funds which have enabled the hiring of project staff to fill some of the positions. The engagement of professionals to fill positions as per our staffing plan will continue as we continue accessing financial resources.

Our governance is comprised of two main governance levels: the associative governance and the organizational and operational governance.

Associative governance

Our associative governance structure is composed of the following bodies:

- **The Annual General Meeting (AGM)**

The AGM is the governing body of My Legacy. The members of the organization meet once a year and whenever required for an extraordinary AGM. The main agenda for the AGM is to endorse the financial statements, annual reports, statutory auditor's report and to elect the members of the Board of Directors.

- **The Board of Directors (BoD)**

The BoD is elected by the AGM and is in charge of defining the general content of the policies and overall strategy of the organization. According to My Legacy Constitution, the BoD meets not less than 2 times a year and has the following core responsibilities:

- a) To oversees the strategic plan and main strategic development directions of the organization,
- b) To endorse the organizational policies
- c) To endorse the anticipated budget for the year , the forecast budget for the year and the closing of annual accounts
- d) To oversee the overall legal compliance at large of the organization.

Board of Directors in 2021

Ms. Anna Kulaya - Chairperson
Mr. Tumaini Mbibo - Director
Ms. Stella Cosmas - Director

Leadership Team

Ms. Fortunata Temu - Executive Director

Mr. Daniel Gaudence- Head of Operations

Ms. Nancy Minja- Head of Programmes

Organizational & operational governance

Organizational and operational governance is comprised of the following

- **Policies and processes for accountability of leadership**

My Legacy has a Board Charter that clearly defines the roles, responsibilities and authorities of the Board of Directors. This policy document ensures accountability of the Board. The Board addresses organizational matters and plays an active role in organizational planning, financial planning, and engagement with the larger society including in fundraising.

- **5 Year Strategic plan (2021-2025)**

Our vision and mission hold all the dreams with which My Legacy was established. These have been articulated in the form of an actionable strategic plan to ensure good governance.

- **Reports and website**

As a measure of good governance, My Legacy ensures that our partners and stakeholders are aware of our plans, activities, history and achievements through our Annual Report and information posted on our website and social media handles. We also disclose financial information, and board details in our annual reports.

- **Audit**

We make sure that financial audits are conducted not only for the sake of being compliant but also to get a clear picture of the organizational health, so as to move to the right direction taking corrective action where needed.

- **Policies for staff**

My Legacy has policies and procedures guiding human resources including Human Resource Policy and Human Resource Strategy. These policies and strategies guide and ensure equitable and transparent staff recruitment and compensation, as well as code of conduct and procedures for disciplinary action and rewards for good performance.

PLANS FOR 2022

As we have grown as an organisation, so has our reach and our impact. Our intention is to continue growing to meet the needs of the communities we serve and the needs of the organization especially the human resources need for effective implementation.

We plan to increase our resource base to support leadership and rights-based projects, introducing capacity building training in-house for our staff as well as expanding our ongoing COVID 19 response and WASH Projects.

Programmatic Plans:

I. Expand the scope of the COVID 19 Response

- Identify 20 schools to be involved in the school WASH programme
- Conducting baseline survey in the 20 schools
- Design and implement a school Wash Programme
- Establish 100 handwashing stations in Kawe, Wazo Hill and Kunduchi wards
- Launch WASH Campaign
- Train 200 small entrepreneurs in business skills
- Capacity building training to 100 CSOs, decision makers, government actors and influential people
- Feedback meetings and updates on action plan for COVID 19 awareness, prevention, mitigation and coping mechanism

II. Re-structure the Internship and Volunteer Programme

Evaluate the programme and restructure it by doing the following:

- Review the criteria for recruitment to ensure suitability and diversity
- Select relevant interns and volunteers in line with our policies and procedures
- Placement and evaluation of the interns and volunteers
- Subject to availability of funds hire 3 volunteers as staff

III. Addressing Violence against Children and Adolescents (VACA)

- Roll out a campaign on ending GBV/VACA and sextortion in schools
- Develop IEC materials for sensitization on Gender Based Violence/VACA in schools.
- Communities' sensitization on ending GBV/Violence against Children and sextortion in schools
- Work with partners and stakeholders to get inputs regarding safe spaces

IV. Launching LEGACY Projects

- Develop a concept on LEGACY Fund with tentative budget
- Appoint members to the LEGACY Fund Committee as per the set criteria

- Select 3 projects to be funded under the Fund in 2022 according to the set criteria
- Launch the LEGACY Fund to support needy communities
- Organize an Annual Friends of LEGACY Fundraising event to contribute to the Fund
- Support Needy Communities under the LEGACY Fund

Operational Plans

i. Branding the organization

- Redesign the Website
- Intensify social media engagement across major social media platforms

ii. Human Resources/Recruitment

Subject to availability of funds:

- Hire MEAL staff
- Hire Communication staff
- Hire Finance Officer
- Remunerate the Executive Director and Operations Manager
- Introduce incentives for high performing staff

iii. Finalize Strategies and Plans Developed in 2021 and develop new ones

- Human Resources Strategy
- Communication strategy
- Resource Mobilization Strategy
- Business Continuity Plan

iv. Use technology to improve operations

- Migrating to ERP system to improve processes including finance
- Digitalizing and archiving documents and photos

A WORD OF THANKS TO OUR DONORS AND PARTNERS

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Habitat For Humanity

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CRVPF

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Partners

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Financial Statement