



**AFRICA CHILD FOUNDATION MISSION OF TANZANIA**  
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## **ORGANIZATION STRUCTURE & RESPONSIBILITIES – AFRICA CHILD FOUNDATION MISSION OF TANZANIA**

### **1) Leadership / Organization chart.**

**CEO:** Yizukanji Yoradi Sikombe – Overall project leadership, strategy & external relations.

**Board Chairman:** Anna Gulile Mhagama – Governance, oversight, high-level advocacy & donor relations.

**Board members:** Perpetual Benedict Kigadye; Jovin Johnsen Mshwaim; Omary Jaza – strategy oversight, community linkages, risk & compliance review.

**Project Manager:** Hawa Ibrahim Lyimo – Day-to-day project management, field coordination, technical lead for Women & Girls component.

**Project Accountant:** Happy Mwaisaka – Budgeting, financial reporting, disbursements, donor compliance.

**Procurement Officer:** Emma Barnabas Kessy – Procurement planning, vendor management, asset tracking.

**Monitoring & Evaluation Officer:** Moses Julius Kisse – M&E system design, data collection/analysis, learning & reporting.

**Social Worker:** Prisca Lucas Nzengenza – case management, psychosocial support, community referrals.

**Transport Manager:** Samweli Eliud Mwampamba – fleet/field logistics, travel planning, commodity delivery.

## **2) Role-by-role activities for the Women & Girls Rights project**

Each role below shows core activities and deliverables.

### **Yizukanji Yoradi Sikombe – CEO**

#### **Core activities**

- ❖ Lead stakeholder & donor engagement (meetings, MOUs) and Environment conservation .
- ❖ Approve strategy, project budgets and major procurement.
- ❖ Represent ACFMT in regional coordination forums and advocacy events.  
Deliverables
- ❖ Signed partnership agreements; quarterly leadership updates; public advocacy engagements.

### **Anna Gulile Mhagama – Board Chairman**

#### **Core activities**

- Provide governance oversight; review quarterly performance & audit reports.
- Lead high-level advocacy with regional authorities.
- Deliverables
- Board minutes approving strategy/major revisions; advocacy mission reports.

### **Board members (Perpetual, Jovin, Laisser)**

#### **Core activities**

- Periodic oversight visits to regions; advise on community acceptance and risk mitigation. Deliverables.
- Visit reports, recommendations to improve operations/ethics/compliance.

## **Hawa Ibrahim Lyimo – Project Manager**

### **Core activities**

- Manage implementation across three regions; supervise staff; ensure outputs/timelines.
- Design community engagement, training curricula (GBV prevention, SRHR, access to services).
- Coordinate with local government, CSOs and community leaders. Deliverables.
- Detailed workplans; monthly progress reports; training delivery records.

## **Happy Mwaisaka – Project Accountant**

### **Core activities**

- Prepare & maintain project budgets; process payments; ensure financial compliance.
- Support quarterly financial reports to donors.
- Deliverables
- Monthly expense reports, audited ledgers, cash flow forecasts.

## **Emma Barnabas Kessy – Procurement Officer**

### **Core activities**

- Prepare procurement plan (supplies for trainings, IEC materials, equipment).
- Run fair procurement processes; maintain asset register.
- Deliverables
- Procurement plan, vendor contracts, asset register.

## **Mosse Julius Kisse – M&E Officer**

### **Core activities**

- Design M&E framework (indicators, data collection tools), baseline & endline surveys.
- Train enumerators; manage data quality; produce monthly/quarterly dashboards. Deliverables

- Baseline report, monthly M&E dashboards, learning brief after midline and endline.

## **Prisca Lucas Nzengenza – Social Worker**

### **Core activities**

- Provide case management for survivors (psychosocial support, referrals to health/legal services).
- Run community support groups and safe-space activities for girls/women.
- Deliverables
- Case files (confidential), referral logs, attendance lists for support groups.

## **Samweli Eliud Mwampamba – Transport Manager**

### **Core activities.**

- Plan and execute transport for teams, materials and outreach events.
- Vehicle maintenance & fuel logs, ensure safe transport for beneficiaries (when applicable).
- Deliverables.
- Transport plans, vehicle maintenance reports, delivery confirmations.

## **3) Implementation plan – region by region (Morogoro, Dodoma, Singida)**

For each region I list: priority activities, role responsibilities, sample monthly phasing (12-month cycle) and KPIs.

### **A. Morogoro (region hub / pilot)**

Why focus: (example) Morogoro is headquarter area – easier for piloting training curricula and close supervision.

#### **Priority activities**

1. Baseline assessment (GBV prevalence, services mapping) – lead: M&E + Project Manager.
2. Community dialogues with chiefs, faith leaders, parents – lead: Project Manager + Social Worker.

3. Training of trainers (ToT): local CSOs, teachers, health workers on prevention, referral pathways – lead: Project Manager + M&E.
4. Establish 3 women/girls safe-spaces (schools/community centers) – lead: Social Worker + Procurement + Transport.
5. Case management & referral network operationalization – lead: Social Worker.
6. Advocacy meetings with regional authorities for protective policy enforcement – lead: CEO + Board Chair.

### **Role actions**

**Hawa Lyimo** : coordinate baseline & roll out ToT; supervise field staff.

**Prisca Nzengeza**: set up safe spaces; lead case management and survivor referrals.

**Mosses Kisse**: run baseline & set indicator baselines; monthly monitoring.

Emma Kessy & Samweli Mwampamba: Procure & deliver training materials and equipment.

### **12-Month Phasing (Morogoro)**

Months 1-2: Baseline, stakeholder mapping, recruitment/training of enumerators.

Months 3-4: ToT and community dialogues; establish safe spaces.

Months 5-9: Rolling community trainings, support groups, referrals,.

Months 10-11: Midline evaluation, learning workshop, adjust approach.

Month 12: Endline preparations, final reporting, board review & dissemination.

### **KPIs (Morogoro)**

Baseline completed by M2; ToT trained  $\geq 30$  local leaders by M4.

of safe spaces established = 3; monthly average attendance  $\geq$  25 women/ girls per safe space.

Number of cases referred and managed monthly; % of referrals completed.

Increased community awareness: % of participants who can name two referral services (survey).

Signed by:

Prepared by



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## ORGANIZATION PROFILE

Here's a detailed draft of the Organization Profile for the project on empowering the rights of women and girls in Morogoro, Dodoma, and Singida under Africa Child Foundation Mission of Tanzania:

### Organization Profile

Project: Empowering Rights of Women and Girls in Morogoro, Dodoma, and Singida

Implementing Organization: Africa Child Foundation Mission of Tanzania (ACFMT)

#### 1. Organization Overview

Africa Child Foundation Mission of Tanzania (ACFMT) is a non-governmental and non-profit organization dedicated to promoting children's rights, Girls and women's empowerment, health, education, and sustainable community development. Established to address the pressing challenges faced by vulnerable groups, the foundation works with schools, communities, and local institutions to ensure inclusive growth and dignity for every individual.

Headquarters: Msimamo Street, Kihonda Ward, Morogoro, Tanzania

Email: morogorofacmttanzania@gmail.com

Website: <https://sites.google.com/view/acfmt?usp=sharing>

#### 2. Vision

A society where women, girls, and children enjoy equal rights, opportunities, and dignity, contributing fully to sustainable community development.

#### 3. Mission

To empower women, girls, and children by promoting their rights, building their capacities, and strengthening community structures that uphold gender equality, health, education, and sustainable livelihoods.

#### 4. Goal

To advance the empowerment of women and girls in Morogoro, Dodoma, and Singida by strengthening their rights, improving access to education and economic opportunities, and fostering positive community attitudes towards gender equality.

#### 5. Core Objectives of the Project

1. To raise awareness on the rights of women and girls through education, advocacy, and community sensitization.



2. To reduce harmful practices such as gender-based violence (GBV), early marriages, and discrimination against girls.





3. To increase girls' participation in education and leadership roles at school and community levels.



4. To promote economic empowerment initiatives for women and girls, enabling self-reliance and financial independence.



5. To collaborate with community leaders, schools, and institutions in creating safe spaces for women and girls.



## 6. Activities Conducted to Empower Women and Girls

### Community-Based Activities

Community dialogues and awareness campaigns on women's and girls' rights, targeting traditional leaders, parents, and youth.

Workshops and trainings for women on leadership, decision-making, and financial literacy.



Village savings and loan associations (VSLAs): Establishment of women's economic groups to promote self-reliance.

Legal aid and referral services for survivors of gender-based violence (GBV).

Advocacy campaigns against child marriage, gender-based discrimination, and harmful traditional practices.



### School-Based Activities

School clubs for girls to build confidence, self-esteem, and leadership skills.

Mentorship programs connecting young girls with female role models.

Life skills education (including sexual and reproductive health, rights awareness, and decision-making).

Scholarship support for vulnerable girls to remain in school.

Teacher training workshops on gender sensitivity and safe school environments.



## 7. Impacts Achieved

### At Community Level

Increased community awareness of women's and girls' rights, leading to reduced cases of child marriage and gender-based discrimination.

Strengthened women's participation in economic activities and local decision-making processes.

Formation of sustainable women-led savings groups, improving family incomes and financial independence.

Community leaders and parents increasingly supporting girls' education and equal opportunities.



## At School Level

Improved school attendance and retention rates of girls, particularly in Morogoro, Dodoma, and Singida.

Enhanced confidence and leadership skills among school girls through active participation in school clubs.

Increased reporting of violence or abuse in schools due to established support systems.

Improved teacher-student relationships through gender sensitivity training.







## 8. Alignment with Women and Girls' Empowerment

This project directly aligns with ACFMT's mission of building inclusive communities by:

Promoting gender equality.



Protecting the dignity and rights of girls and women.

Enhancing access to education and economic empowerment.

Supporting national and global commitments such as the Sustainable Development Goals (SDGs), particularly SDG 5 (Gender Equality) and SDG 4 (Quality Education).



## 9. Future Plans

Expand the program to other regions of Tanzania to reach more women and girls.

Strengthen partnerships with government institutions, NGOs, and international organizations to scale up impact.

Introduce digital literacy and entrepreneurship programs for young women and girls.

Establish resource centers in targeted regions to provide continuous support, counseling, and training.



☞ Would you like me to also design this profile in a professional report format (with sections, infographics style, and branding) so that you can use it for sharing with partners and donors?