

ANNUAL REPORT

2019-20



**Nurturing
Minds**



Educating Tanzanian Girls

LETTER FROM OUR BOARD CHAIR

Dear Friends,

World tragedies often have the most negative impact on vulnerable teen girls. Interrupted education and increased economic strain directly threaten the futures of girls from the poorest families. Sadly, the Malala Fund is predicting a significant increase in female dropouts and child marriages across the globe as a result of the COVID-19 pandemic.

In mid-March, the Tanzanian government mandated SEGA School and the Modern Girl Outreach Program be closed. During this time, **our staff showed their outstanding passion & resilience.** Upon announcement of the closure of all schools, SEGA's administration immediately organized transport for all students safely back to their villages. In the days and weeks that followed, the SEGA staff actively supported over 1,200 girls from 25 different communities with masks, soap, food support and remote learning. It was inspiring to see what SEGA did to keep the girls engaged and empowered, and as a result, at the end of June, SEGA students all safely returned back to campus.

In addition to our school's impressive leadership during this unforeseen situation, I am also very proud of the level of excellence the school has achieved academically. **Our seventh graduating class had outstanding national exam results**—41 out of 63 students achieved Division I or II, qualifying them for university and placing the SEGA School within the top 10% of schools in the nation.

As I end my term as Chair of the Board, I pass my baton to **Annie de Cossy Forsyth**, whom I am confident will provide great leadership in this time of transition.

“As I proudly accept this honor of Chair of the Nurturing Minds Board, I am grateful for the superb leadership that has preceded my tenure and anchored our organization and our school for the next decade. 2020 is proving to be a year that challenges us on every level. It is times like these that call for personal strength, unwavering commitment to our mission and the goals we have set forth in our new Strategic Plan and, most importantly I believe, grace and compassion. I know that I can count on our community of supporters, along with my fellow members of the Board and Advisors, to provide financially for our school and our girls. I also know that our community will rise to meet the challenges we'll face together. Thank you.” | Annie de Cossy Forsyth, Incoming Board Chair

In the meanwhile, thank you for your generous support during this unprecedented year. More than ever, it is critical to ensure the education of these vulnerable girls.

Sincerely,



Kendall Webb

Outgoing Chair, Nurturing Minds Board of Directors



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COVID-19 RESPONSE



The Tanzanian government closed all schools on March 17th due to the COVID-19 pandemic. Nurturing Minds and SEGA quickly formed a COVID-19 Task Force made up of leadership from both organizations and several medical professionals with global and East African experience to best respond to the crisis. Working together, we reached over 1,200 girls and their families in over 25 communities and provided them with:

Educational material for remote learning

Direct funding for food and medicine for girls and families in extreme need

Educational material on COVID-19 prevention and response, in Swahili

Weekly phone calls by SEGA counselors and nurses to understand and respond to their needs

Life Skills materials on girls' rights, sexual reproductive health, and mental health

3,600 cloth face masks and soap for all **260 SEGA girls, their families,** and all **900 girls** and their **38 mentors** in the Modern Girl Program

Letters from our fabulous Nurturing Minds student **sponsors!**

COVID-19 RESPONSE

We initiated the COVID-19 Emergency Fund and, thanks to you, **raised over \$99,000** to support the girls and their families during this time. We were also able to continue to pay our staff during the shutdown who worked tirelessly to actualize these interventions. Past epidemics and

emergencies in the region taught us that many girls do not return to school following a crisis. Due to this quick and thoughtful intervention, all SEGA students returned to school when SEGA reopened on June 29th! SEGA put the following protocols in place to enable students and staff to return safely.

Provided private transportation for students to return to campus

Provided **4** additional masks and toiletries to each student

Ensured frequent cleaning protocols of campus

Added **23** new hand-washing stations around campus

Expanded the dining area to enable socially distanced dining

Measured temperatures of anyone entering campus

Assigned seats in classrooms and in the dining area

Moved beds apart and have students sleep head to toe

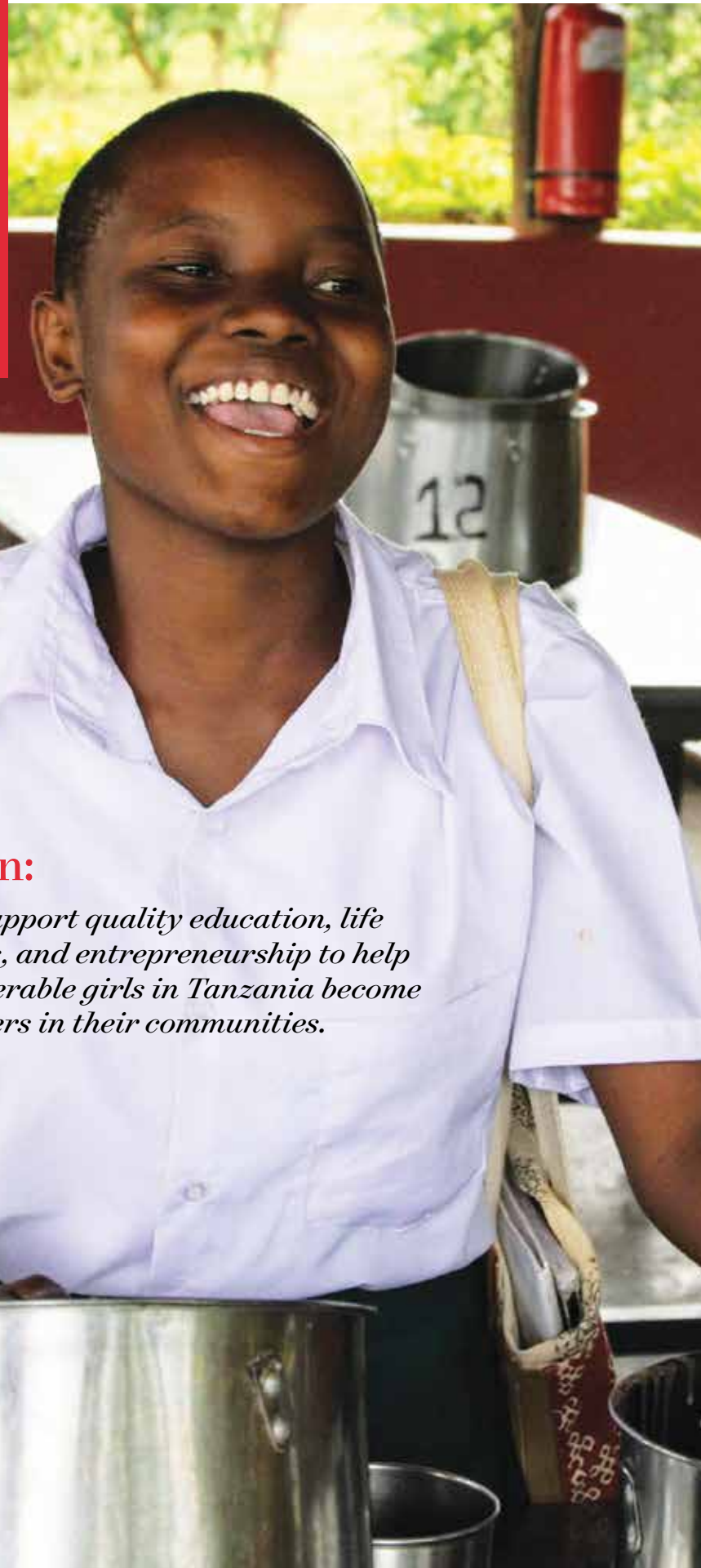
We are beyond thrilled to report that we have had no students or staff become sick with COVID-19 since the school reopened. Thank you for your generous support during this challenging time. In the words of one student:

“While there are some bad things due to COVID (like having to wear masks) there have been some good things like increased hand-washing, which keeps us healthier in general. All of these new challenges are making us more determined than ever to do well at our studies and become stronger.”
Zainabu (Form 4)



THE PROBLEM:

Only **30%** of girls in Tanzania attend secondary school. Poverty forces many girls to drop out of school resulting in early marriage and teen pregnancy. Girls with low levels of education and limited awareness of their rights and how to navigate societal challenges are vulnerable to a continued cycle of poverty and exploitation.



Our Mission:

To support quality education, life skills, and entrepreneurship to help vulnerable girls in Tanzania become leaders in their communities.



THE SOLUTION:

A quality education provided by the SEGA Girls' School.

With a **100%** pass rate and a **96%** retention rate; a quality, relevant education from SEGA equips Tanzanian girls with academic, business, life and leadership skills to help them reach higher levels of education, delay pregnancy, earn and manage income and play active roles in their communities.

“For every additional year of school a girl receives, her country’s climate resilience can be expected to improve.” | BROOKINGS INSTITUTE

Modern Girl Program: *Rukia's Leadership Story through the Pandemic*



My name is Rukia. I was born in the year 2000 in Iringa, Tanzania. I lost my parents when I was three years old and my uncle took me in. My life was hard when I started going to school. I did not have necessary things like exercise books and uniforms, but this didn't stop me. I struggled until I completed my Standard 7 and was selected to join a government Secondary School.

Due to difficult home conditions, my uncle couldn't afford my schooling and advised me to find a housemaid job. I consulted my teacher who said he could provide for me and that was the agreement with my family. He took me to his mother's house where, instead of going to school, I worked for five years as a housemaid with no pay. I went through a lot at that home: hard labor, severe punishment, and rape attempts. I was not paid any money and this made it impossible for me to leave. I couldn't even afford bus fare.

In 2018, I attended the Modern Girl "Msichana wa Kisasa" Outreach Program (MK), and my life changed. The MK program aims to give girls skills in human rights, leadership, hygiene, sexual reproductive health, financial literacy, and entrepreneurship. That was when I understood I was being violated and that I could actually report my bosses and stand up for my rights as a girl, even if I did not have much.

I had an opportunity to become a mentor by graduating from the year-long program and was trained in how to mentor and lead girls ages 10-18. I used this chance to rewrite the story of my life the way I wanted. The mentor allowance helped me move out of my boss's place and rent my own. I also made sure to report them so that they cannot disturb me anymore! I returned to secondary school. As a Mentor

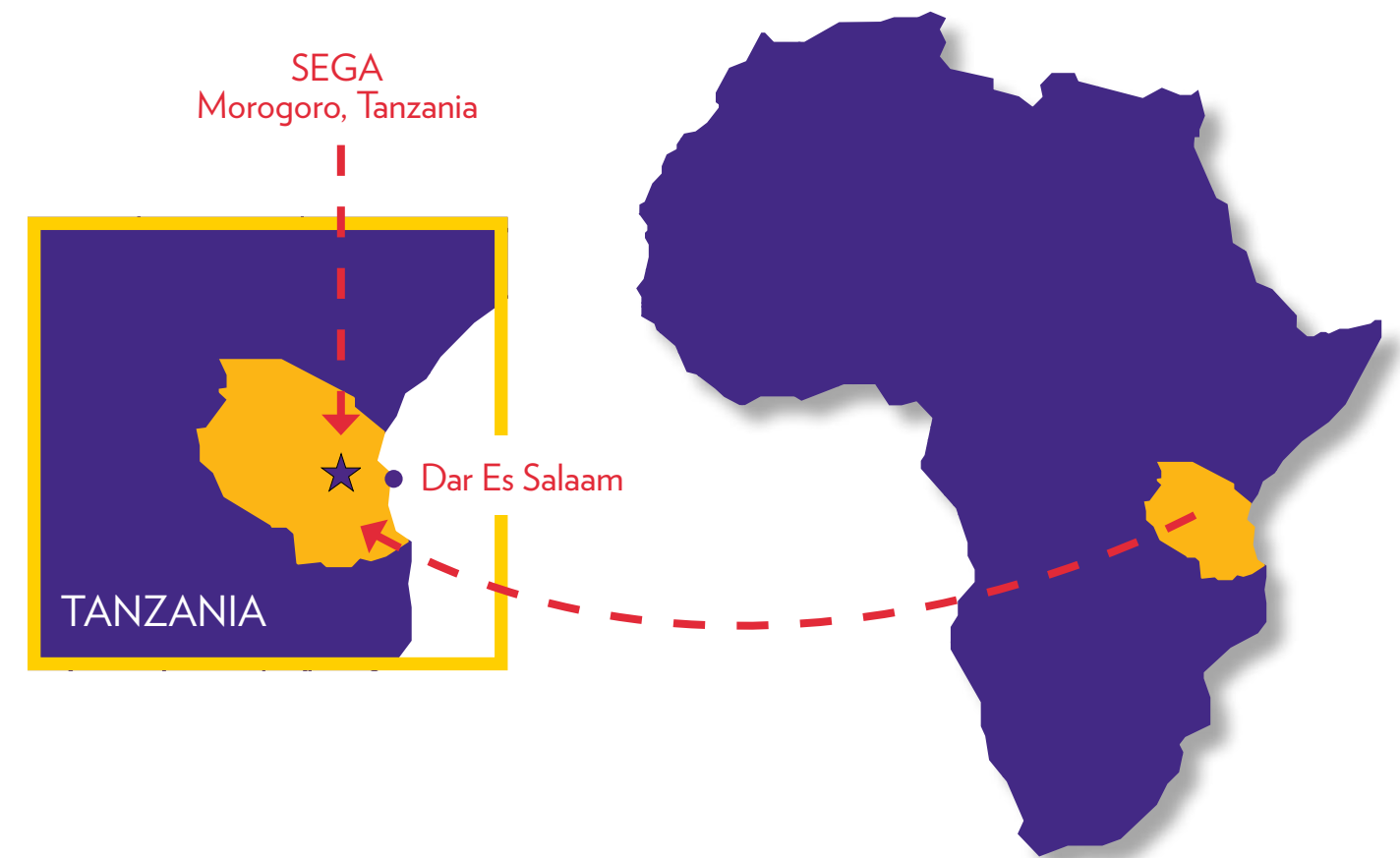
in the SEGA MK Program, I mentor 35 girls and this helped me open up and share my story so they know there is hope and to fight for their rights whenever they feel violated.

Due to the pandemic, our weekly sessions were forced to close suddenly last March. However, SEGA provided mentors with soap, masks, and an educational packet and we went house-to-house to educate our girls on coronavirus prevention while handing out these supplies.

It was important to encourage the girls I mentor to come up with ways of solving their own problems but still be there step-by-step to aid in the process. I asked them to write down their fears and challenges and think of ways to overcome them. We discussed solutions about how to persevere through this tough time. Instead of staying idle, I encouraged them to keep busy by helping their parents with household activities and reviewing their school books. I reminded them to take good care of themselves so they can go back to school safely without getting pregnant and to keep pushing so that one day they are able to reach their dreams.

I went through a lot on my own but that did not break me. The MK program has helped me in knowing how to become a better leader.

“*In 2018, I attended the Modern Girl “Msichana wa Kisasa” Outreach Program (MK), and my life changed.*”



Our Programmatic Strategy

We believe in and pursue a sustainable, holistic approach to education grounded in quality academics.

ON CAMPUS:

In addition to their rigorous curriculum, SEGA students learn and engage in these pillars of success:

- Entrepreneurship
- Life Skills, Rights, Communication and Leadership
- Career Development
- Computer Literacy
- Environmental Sustainability including organic gardening, solar power instruction, and elephant conservation
- Peer to peer mentorship
- Clubs and sports



OFF CAMPUS,

we strive to scale important initiatives and extend girls' learning beyond high school through:

- The Modern Girl Community Outreach Program - enables SEGA to reach a much larger group of vulnerable girls with our life skills program
- Scholarships for continuing education includes advanced level secondary education ("A-Levels"), college, and university

BUILDING A BRIGHTER FUTURE



WHO WE SERVE:

260 students at the SEGA Girls' School

85 continuing education scholarships for SEGA graduates

900 girls empowered through the Modern Girl community outreach program

QUALITY EDUCATION:

100% pass rate on national exams compared to 81% nationally

100% of graduates qualify for continuing education

SEGA is in the **top 10%** of schools in Tanzania

Now ranked **255** out of **3,908** schools in Tanzania ... and **15** out of **176** schools in Morogoro



OUR REACH:

SEGA serves girls from **25** different communities

The Modern Girl community outreach program reached **20** communities in **5** regions throughout Tanzania

CAMPUS:

100% off-grid-SEGA is completely run on solar power thanks to our partners USAID, RP Construction Services, EnerSys, and Deka Batteries.

42% of the school's produce needs are grown in on-campus organic gardens

Water catchment systems provide **30%** of the school's potable water needs



OUR IMPACT

Continuing Education: Yustina's Journey to Success

Yustina's mom abandoned her when she was very young and she and her sister were then raised by their father. Yustina completed her primary education equivalency in 2009 through a non-formal program operated by SEGA for girls who had dropped out or missed substantial schooling. The following year she was accepted to become part of the SEGA Girls' Secondary School, and she successfully completed her ordinary level secondary education four years later as part of SEGA's first graduating class. With a continuing education scholarship, Yustina then joined the Bagamoyo College of Nursing and Midwifery in the coastal region and studied at this college for two years to get her Certificate in Nursing and Midwifery.

Yustina is now employed by Upendo Dispensary in Dar es Salaam, as a nurse/midwife. When asked about her job, Yustina says, "I love my job. I am happy and I am working very hard. My work has really become my savior because I have rented my own room and I am able to stand on my own two feet thanks to SEGA. I feel proud when I share my salary with my family. Last year my young brother was sent back home due to non payment of school fees, and I was able to pay for him. I felt really good because I could help."

Yustina faces some challenges in her work including delays receiving her salary and having to fill in for co-workers who don't show up on time for their shifts. However, she says, "I have learned to save money and I am thinking of having a small business to run after work." Having learned about entrepreneurship at SEGA she feels confident she can run her own business and make a profit.

Right now Yustina wants to focus on working and stabilizing her career but hopes one day she might get a nursing job at a government hospital which will offer better job security. She would like to attain a Diploma in Midwifery, which would be an extra year of schooling and would enable her to increase her salary.

Yustina is so thankful that SEGA was there to support her and give her the skills she needs to be self-sufficient.



SEGA Student



Nurse/Midwife

“ Before attending SEGA I was not going where I wanted to,” said Yustina *“But I learned about confidence. I really loved the environment—it made me feel very comfortable and safe. The way the teachers taught helped me understand the information.”* **”**



Pillars of Success: *Nurturing Minds and SEGA invest in programs and activities that produce the best possible opportunities and outcomes for our students and graduates.*

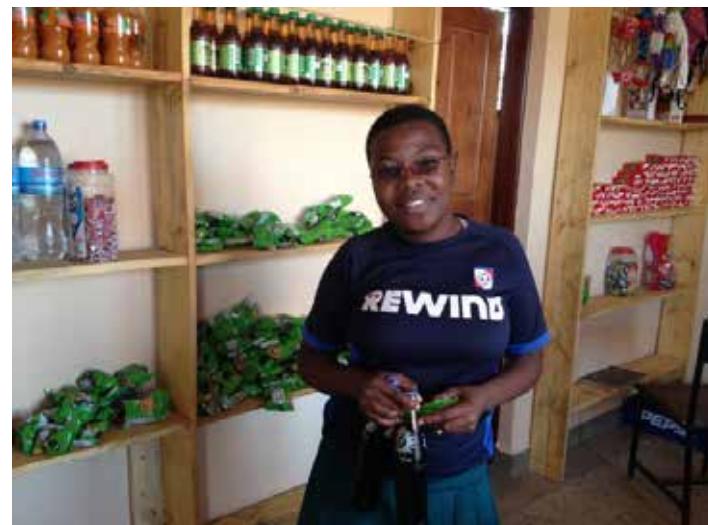
ACADEMIC EXCELLENCE: Academic Excellence starts with great teaching and is supported by even better resources and infrastructure. SEGA's science labs, computer lab and the Lynda Spence Library all offer the quality, modern resources that students need to thrive academically. The results are clear with SEGA now ranked in the top 10% of schools nationally.

ENTREPRENEURSHIP: SEGA's Entrepreneurship Program uses a Business Club model to give girls hands-on experience in relevant local sectors of the economy so that they can start their own businesses to earn a living or supplement their income as so many Tanzanians must do to make ends meet. Students learn how to create a business plan, marketing, sales, bookkeeping, and ultimately how to make a profit. They are taught to save and open their own bank accounts. Business Club ventures include:

Tourism and Hospitality
through the on-campus SEGA Lodge and the Meeting Hall

Food Services
Selling snacks and drinks at the on-campus Canteen to students, staff, and visitors

Producing and selling products for the market
such as tie-dye t-shirts, crafts, furniture (using recycled materials), mats, baskets, soaps, jams & peanut butter



CAREER DEVELOPMENT: Career planning starts early at SEGA and includes bringing in inspiring, often female role models and speakers from myriad fields including engineers, architects, tour operators, accountants, lawyers, medical professionals, authors, and artists. In Form 4, girls tour businesses, advanced-level high schools, colleges, and universities. Career counselors work with students to apply for short-term internships for on-the-job experience and to apply to higher levels of education.



LIFE SKILLS AND LEADERSHIP: Life skills instruction covers reproductive health, communication skills, and human rights - all essential knowledge and skills to break the poverty cycle. SEGA gives girls the tools they need to speak up for themselves and speak out against injustice in their communities.

Leadership is integrated into all aspects of SEGA life on- and off-campus and includes speaking regularly at school-wide meetings and volunteering in the local community at orphanages, homes for the disabled, homes for the elderly, and even a prison. Through community outreach they learn to see themselves as people who can help others and effect local change.

SEGA students are paired with younger students as peer mentors once they enter Form 3. They support new students and help guide them through their early secondary school experiences. SEGA also participates in the annual East

African Girls' Leadership Summit (EAGLS) which is a regional summit of high school girls held in Kenya that helps student representatives develop critical leadership skills so that they can become effective changemakers in their communities. The student representatives and teachers then conduct a school-wide training on campus.

Last year, SEGA developed a joint partnership with Powerful Beyond Measure (PBM), a San Francisco-based organization that empowers low-income girls in the United States to become local leaders. Together, PBM and SEGA delivered joint leadership training to groups of American and Tanzanian girls at SEGA based on the EAGLS model.

According to Conservation.org, "Girls who are taught about reproductive health and family planning, have fewer children, which is one of the best ways to slow climate change."

ON CAMPUS PROGRAMS

ENVIRONMENTAL STEWARDSHIP: SEGA strives to operate an environmentally sustainable campus and is run completely on solar power, has a rainwater catchment system and has organic gardens which supply the school with healthy produce. Form I (our Freshmen) learn about permaculture and tend to the gardens. These skills are also important life lessons to bring back to their families and communities, which increases food security.



ON CAMPUS PROGRAMS

EXTRACURRICULAR CLUBS AND ACTIVITIES The interests and passions of SEGA students vary greatly and each has the opportunity to join or start her own club to explore and pursue these interests on campus. Below is a list of active SEGA clubs this past year. Unfortunately, clubs were not able to restart when the school was reopened in June (after the COVID-19 closure). The government of Tanzania has mandated that the academic part of the school day must be extended two extra hours so that students can catch up on work they missed during the shutdown. Sports are now held on weekends.

Art Club

English Club: includes debates, practicing conversational English, and writing stories

Science Club

Anti-Ivory Club: focus is on elephant conservation

Fema Club: focus is on girls' rights, hygiene, reproductive health, issues affecting Tanzanian girls, using Femina Hip's FEMA magazine to generate activities and discussion

PCCB Club
Prevention and Combating of Corruption Bureau

Computer Club

Social Science Club: students explore history and social sciences

Business Club

Chess Club

Drama Club

Traditional Dancing Club

Health Club: Students learn about different kinds of diseases and how they may be transmitted and prevented



“Educating girls (in general) is ranked as a more effective climate solution than electric cars, various types of solar, offshore wind, wave and tidal power, yet gets typically overlooked in favor of technological fixes.”
- RESILIENCE.ORG

OFF CAMPUS PROGRAMS

THE MODERN GIRL COMMUNITY OUTREACH PROGRAM is scaling SEGA's impact by bringing our life skills program to 900 girls in 20 communities. The program trains our recent graduates to become mentors to girls ages 10-18 in their home villages. Mentors teach reproductive health, communications, and human rights including standing up against forced marriage and assault which result in a teen marriage rate of 37%, as well as extremely high rates of teen pregnancy. The program also includes entrepreneurship training and financial literacy. After girls participate in clubs for approximately one year, a follow-on Phase 2 of the program seeks to support the girls to continue partnering, networking, and communicating with each other through "empowered girl network" forums.



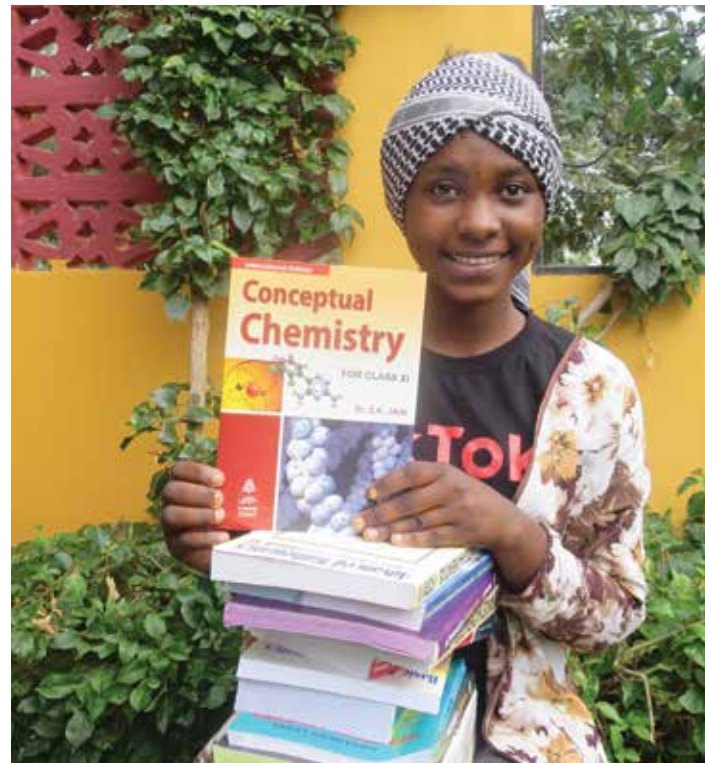
CONTINUING EDUCATION SCHOLARSHIPS are offered to all SEGA graduates who pass their national exams. In the Class of 2019, 100% passed with all 63 students eligible to go on to higher education compared to 81% nationally. These are the best grades of any graduating class of SEGA so far, with seven students receiving Division One, the highest score possible.

Forty-nine graduates were selected for A-levels (Advanced level high school which leads to university). The remaining students will attend colleges for Diploma programs and one student will attend a vocational program.

Thanks to our generous supporters we are able to offer scholarships to all of our graduates. 100% of our graduates will go on to higher level education this year! Only 3% of Tanzanian girls go on to higher education nationally.

CROSS CULTURAL CONNECTIONS help both SEGA students and American students become global citizens. In November 2019, Stella and Caroline became our fifth set of SEGA girls to be selected for Study Abroad to the US. The girls enjoyed a two-week home stay and English-language classes in chilly Madison, Wisconsin before becoming SEGA ambassadors on a multi-city tour.

Like many SEGA students, Stella and Caroline are the first in their families to attend high school. They both shared their love of science, including physics, chemistry, and math and their big dreams. Stella wants to be a gynecologist to try to tackle the tragically high numbers of women dying in childbirth in Tanzania. Caroline wants to be a petroleum engineer, inspired by SEGA's career counseling program whereby guest speakers are invited on campus to talk to the students.



Through our **SCHOOL PARTNERSHIP PROGRAM**, American students form clubs to learn about the global challenges to girls' education, connect personally to SEGA students, and

- Agnes Irwin School** - Rosemont, PA
- Arlington High School** - Arlington, MA
- Fairview High School** - Louisville, CO
- MEGA for SEGA** - Madison, WI
- Newton North High School's Teens for SEGA** - Newton, MA
- Portsmouth High School** - Portsmouth, NH
- St. Andrew's School** - Middletown, DE
- The Lawrenceville School** - Lawrenceville, NJ
- Trafalgar School for Girls** - Montreal, Canada
- Walnut Hill School** - Natick, MA



OFF CAMPUS PROGRAMS



support scholarships through local fundraising programs at their high schools and universities. Many school groups visit SEGA! Special thanks to all of our school partners.



STUDENT SPONSORSHIP

Sponsoring a Student at the SEGA Girls' School is a meaningful way to support our important work and connect with and follow the progress of one SEGA student. It gives you a first-hand experience of seeing how your contribution to the school is making a difference, offers a cultural exchange, and helps girls improve their English. Committing to four years is a great and stable way for the girls to get to know their sponsors and also for you to cheer them on throughout their time at SEGA.

EDUCATION = A BETTER LIFE The most effective way to assist vulnerable girls in Tanzania is to provide a quality education. SEGA students graduate with a high school diploma and are empowered to make changes in their own lives and also within their families and communities. Research shows that girls with a secondary degree have higher wages and better jobs: better health, nutrition, sanitation, immunization, and education levels for their own children, and delayed marriages.



“Tree of Knowledge” Level Sponsor

*\$2,500 annually**

- Sole sponsor of a student
- Covers the full cost of educating a girl for one year
- Your name is added to our “Tree of Knowledge” mural at SEGA

You receive:

- A personalized connection with a SEGA student, with two letters from your student annually
- Student biography and photo
- Academic update twice per year
- Quarterly sponsorship e-newsletter



“Scholarship” Level Sponsor

*\$750 annually**

- Your support contributes significantly to the cost of educating a girl for one year

You receive:

- A personalized connection with a SEGA student, with at least two letters from your student annually
- Student biography and photo
- Academic update twice per year
- Quarterly Student sponsorship e-newsletter

**Payments can be made yearly and also monthly by signing up for a recurring donation at www.nurturingmindsin africa.org/donate*

SUSTAINABILITY



Nurturing Minds and SEGA have a long-term vision of becoming financially sustainable over time. We look at this as a three-legged stool with each leg providing a critical element to maintaining stable support indefinitely so SEGA can educate and empower Tanzanian girls in perpetuity.

LEG 1

Endowment

In 2018, Nurturing Minds started an endowment campaign “Putting the Future In Her Hands” with the goal of raising \$5 million by 2022 to create a stable, long-term funding channel for SEGA. This campaign will enable SEGA to receive \$250,000 annually to offer lifetime opportunities to hundreds of girls while not being reliant on the ups and downs of annual fundraising cycles and changes in the economy. The campaign has started strongly with 100% participation from Nurturing Minds Board of Directors and, as of October 2020, the campaign has raised over \$3.92 million - 79% of the \$5 million goal.

LEG 2

Income Generation

SEGA runs several on-campus income-generating businesses that include a poultry operation and the SEGA Lodge. The SEGA Lodge is a 6-bedroom guest lodge with a kitchen, dining area, and living room area for short-term volunteers, school groups, and visitors. The Lodge is surrounded by the gorgeous Uluguru Mountains and offers the rare opportunity for a cultural exchange and the ability to connect with our students to learn local cooking, dancing, and sports like netball. Visitors can also experience off-campus activities such as a hike to a waterfall that meanders through local villages, a visit to a fabric market, and a drive to the nearby Mikumi National Park for a safari.

LEG 3

Paying Students

SEGA’s mission has always been to provide quality education to girls who would not otherwise be able to attain an education due to extreme poverty. 87% of our students come from very poor backgrounds. However, as a part of this mission to serve vulnerable girls, the school aims to include paying students among its student body as well. By taking some paying students and thus diversifying the student population we are not only bringing in income for sustainability, we are also raising the academic achievement level of all of our students through exposure and collaboration with one another. In addition, we are helping our scholarship students build networks for future job placement and ensuring that the school will be known as a strong academic institution without any stigma of being labeled a school “for poor girls.”

“ I had the honor and privilege of visiting SEGA for the first time in 2019. Because I had heard so much about SEGA, and seen so many pictures and videos, I thought I was well prepared for what to expect. What I did not anticipate was the overwhelming joy I felt from actually meeting the girls face to face. I truly cannot express what a special experience it was for me to have a chance to interact with the girls, spend time with them, and get to know them as individuals, each one with her own special gifts, talents, and dreams for the future.

-JEAN SULITEANU, NURTURING MINDS BOARD MEMBER

”



EACH YEAR, SEGA HOSTS NUMEROUS VISITORS TO THE SCHOOL CAMPUS. From individuals and families to school groups and long-term volunteers, there are often new, friendly faces engaging with students and life at SEGA. This year, visitors included student cultural exchange groups from Powerful Beyond Measure and Portsmouth High School and representatives from Global Girls Empower and the UNITE the World with Africa Foundation.

SEGA also hosted several long-term volunteers on campus who worked with both students and staff in education, communications, and other domains. These volunteers included Cory Van Andel, Pauline von Stechow, Ella McCausland, Maggie Puchner-Hardman, and Rachel Burns.

As always, there were many other guests at the lodge throughout the year including Nurturing Minds board members, staff, and donors.

ENGLISH FLUENCY One of the most impactful cultural exchange programs is the English Fluency trip. Two trips were held in October and November

and volunteers engaged with pre-Form I students in pursuit of English language learning that is so crucial to their understanding of their subjects. While Tanzanian students in their primary school years of Grades 1-7 learn their subjects in Kiswahili, the school curriculum in all schools abruptly changes to English in the first year of Secondary school, Form I or the equivalent of Grade 8. During their time at SEGA, these English Fluency volunteers engaged with students in creative lessons that incorporated storytelling, song, skits and other creative means with traditional instruction to deepen their English-speaking and comprehension skills.

COVID-19 TRAVEL RESTRICTIONS

Unfortunately, due to travel restrictions and campus closure because of the COVID-19 pandemic, volunteers and visitors were not able to travel to SEGA in the latter part of 2020. We hope that visitors will be able to resume normal activities in the coming year.

The SEGA Lodge:

While travel was cut short this past year due to COVID-19 we are looking forward to welcoming visitors back to campus as soon as it is safe to do so. The SEGA Lodge, located right on campus, is surrounded by beautiful mountains, has comfortable rooms with en suite bathrooms and serves delicious, local Tanzanian dishes. Staying at the SEGA Lodge offers a once-in-a-lifetime opportunity to spend time with students, relax and take-in the breath-taking scenery and visit interesting local destinations all while helping to generate income to provide scholarships for students.

EXPERIENCE A CULTURAL EXCHANGE

A **student guide** will take you on a tour and will explain all the campus has to offer

Join in **after-school activities** such as sports, art, theater, dance, sewing, or a Tanzanian cooking class

Arrangements can be made for **off-campus activities** like a hike in the Uluguru Mountains, a tour of Morogoro, home visits to nearby villages, shopping at the local market, a safari at Mikumi National Park, or a trip to the local organization APOPO which trains rats to detect landmines and tuberculosis



WHO WE ARE



NM/SEGA Story:

Nurturing Minds and SEGA started in 2007 as the dream of two colleagues, one American, Polly Dolan, and one Tanzanian, Blastus Mwizarubi. Their goal was to provide an opportunity for highly vulnerable Tanzanian girls to escape poverty and exploitation, receive a quality education, and to empower girls with skills and credentials needed to thrive in Tanzanian society. They decided that a girls' boarding school focused on highly vulnerable girls would help them achieve their goals. Thus, the SEGA Girls' School was formed.

In 2008, Polly Dolan co-founded Nurturing Minds with her sister, Tracey Dolan, as a U.S.-based nonprofit with the mission to support quality education, life skills, and entrepreneurship to help vulnerable girls in Tanzania become leaders in their communities. Nurturing Minds achieves its mission through the development and support of the SEGA Girls' School.

NM FY20 BOARD:

- Juma Said Ally
- Marion Ballard
- Clarke Blynn
- Cathy Connolly
- Betsy Crawford
- Anne de Cossy Forsyth,
Vice Chair
- Polly Dolan, *Co-Founder*
- Tracey Dolan, *Co-Founder*
- Brenda Shay Duska, *Treasurer*
- Nancy Ebb
- Catherine Flint
- Sherri Floros
- Susan Hannah
- Sarah Hewitt
- Rodney Kirsch
- Angela McManus, *Secretary*
- Jane Nyamunga
- Amanda Opinsky
- Eben Russell
- Susan Schneider
- Jean Suliteanu
- Kendall Webb, *Chair*
- Sherley Young

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- Shanna Keown Calcei
- Clare Rand Davenport
- April Gilbert
- Gina Gilliam
- Pat King Jackson
- Nataly Kogan
- Mackenzie Laudel
- Rukia Marijani Mchumo
- Brooke McInnes
- Clare Reilly
- Charlie Richards
- Leigh Stewart
- Anna Temu
- Marsha Wallace
- Nina Weisbord
- Maame Afon Yelbert-Sai

NM STAFF:

- Julie Bourgoin, *Program Officer*
- Laura DeDominicis, *Executive Director*
- Matthew Plourde, *Operations Director*
- Samantha Wechsler, *Operations Assistant*

SEGA BOARD:

- Lascelles Chen
- Polly Dolan
- Mary Lundu
- Demetrius Mathias Malopola
- Oscar Mlowe
- Laina John Mwandoloma
- Blastus K. Mwizarubi
- Hellen Nkalang'ango, *Acting Board Chair*



WHAT'S AHEAD

Every five years Nurturing Minds and SEGA jointly develop a 5-year Strategic Plan. This is an exciting time to reflect on what we have accomplished and envision how we can tackle challenges ahead and develop programs and practices that can further improve the lives of adolescent Tanzanian girls.

SEGA's Mission: With a particular focus on vulnerable girls, SEGA educates and equips bright Tanzanian girls with academic, leadership, and business skills to unleash their individual talents and reach their full potential. The following are some of the highlights of NM/SEGA's 5-year Strategic Goals:

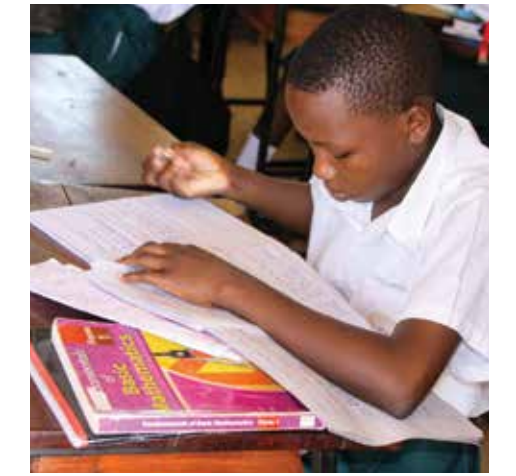
MAINTAIN High Academic Performance by increasing academic preparedness of incoming students through English Instruction and resources to primary school-aged students in seven regions.



STRENGTHEN support and multiple positive pathways to our graduates in securing well-paid jobs: **a)** SEGA will research and identify strong career pathways; **b)** introduce business loans to graduates by developing a SEGA Fund; and **c)** create a SEGA Vocational Center.



ENSURE the safety of all SEGA students through active implementation of our Child Protection Policy and related activities which includes regular staff training and enhanced monitoring.



EXPAND and Increase the Modern Girl Community Outreach Program into three new regions by 2022 reaching over 1,000 girls, and develop a Modern Girl Tourism and Handicraft Development Center.



FURTHER improve the Environmental Sustainability of SEGA by conducting an environmental impact study, eliminating all plastics from campus, and engaging in a carbon-offset program.

FINANCIAL SUMMARY



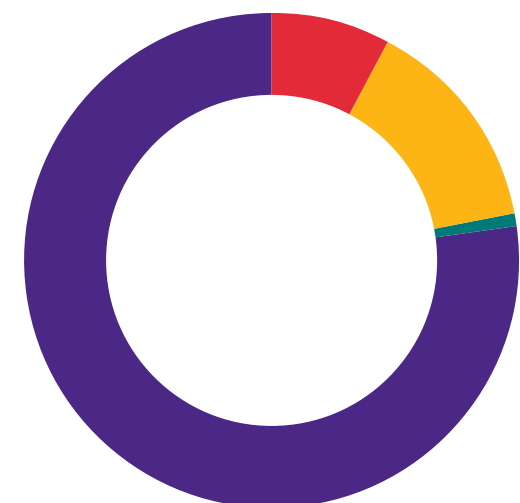
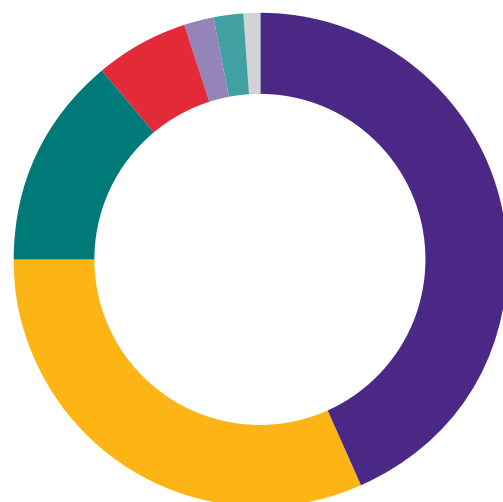
Source of Funds - Nurturing Minds

■ Appeals (Non-Event)	\$ 589,451
■ Foundations	\$ 423,316
■ Board Giving	\$ 184,483
■ Events and Gatherings	\$ 74,767
■ Advisor Giving	\$ 22,399
■ Corporations	\$ 20,817
■ Institutions (Faith Based & Schools)	\$ 13,586

Subtotal **\$ 1,328,819**

Endowment*	\$ 460,487
Interest & Dividend Income	\$ 4,802

Total Sources of Funds **\$ 1,794,109**



Use of Funds - Nurturing Minds

■ Administration	\$ 95,061
■ Fundraising	\$ 159,380
■ Nurturing Minds - Program Costs	\$ 8,940
■ SEGA - Program in Tanzania	\$ 908,277

Total Use of Funds **\$ 1,171,658**

FINANCIAL STATEMENT

Nurturing Minds Financial Statement for Fiscal Year Ending June 30, 2020 (Unaudited)

Balance Sheet

CURRENT ASSETS	
Cash and Investments	\$ 711,803
Endowment*, at fair value	\$ 1,564,809
Endowment Pledge Receivables	\$ 783,506
Pledge Receivables	\$ 6,100
Prepaid Expenses	\$ 12,030

Total Current Assets **\$ 3,078,248**

Liabilities and Equity

Current Liabilities	\$ 41,038
Equity	\$ 3,037,211

Total Liabilities and Equity **\$ 3,078,248**

Statement of Activities

REVENUE	
Donations - Cash	\$ 1,328,819
Offset for Fundraising Expense	\$ (6,347)
Interest Income	\$ 1
Dividend Income	\$ 4,802

Total Revenue **\$ 1,327,275**

Expenses

Administration	\$ 95,061
Fundraising	\$ 159,380
Nurturing Minds - Program Costs	\$ 8,940
SEGA - Program in Tanzania	\$ 908,277

Total Expense **\$ 1,171,658**

Net income	\$ 155,617
Endowment*	\$ 460,487

Change in Net Assets **\$616,104**



This amount represents cash collections from donors, change in value and excludes \$99K of Board Designated funds. / The official registration and financial information of Nurturing Minds, Inc. may be obtained from the Pennsylvania Department of State by calling 800-732-0999. Registration does not imply endorsement. / Audited Financial Statements for the Fiscal Year ending June 30, 2020 can be found on GuideStar or by emailing info@nurturingmindsinafrica.org

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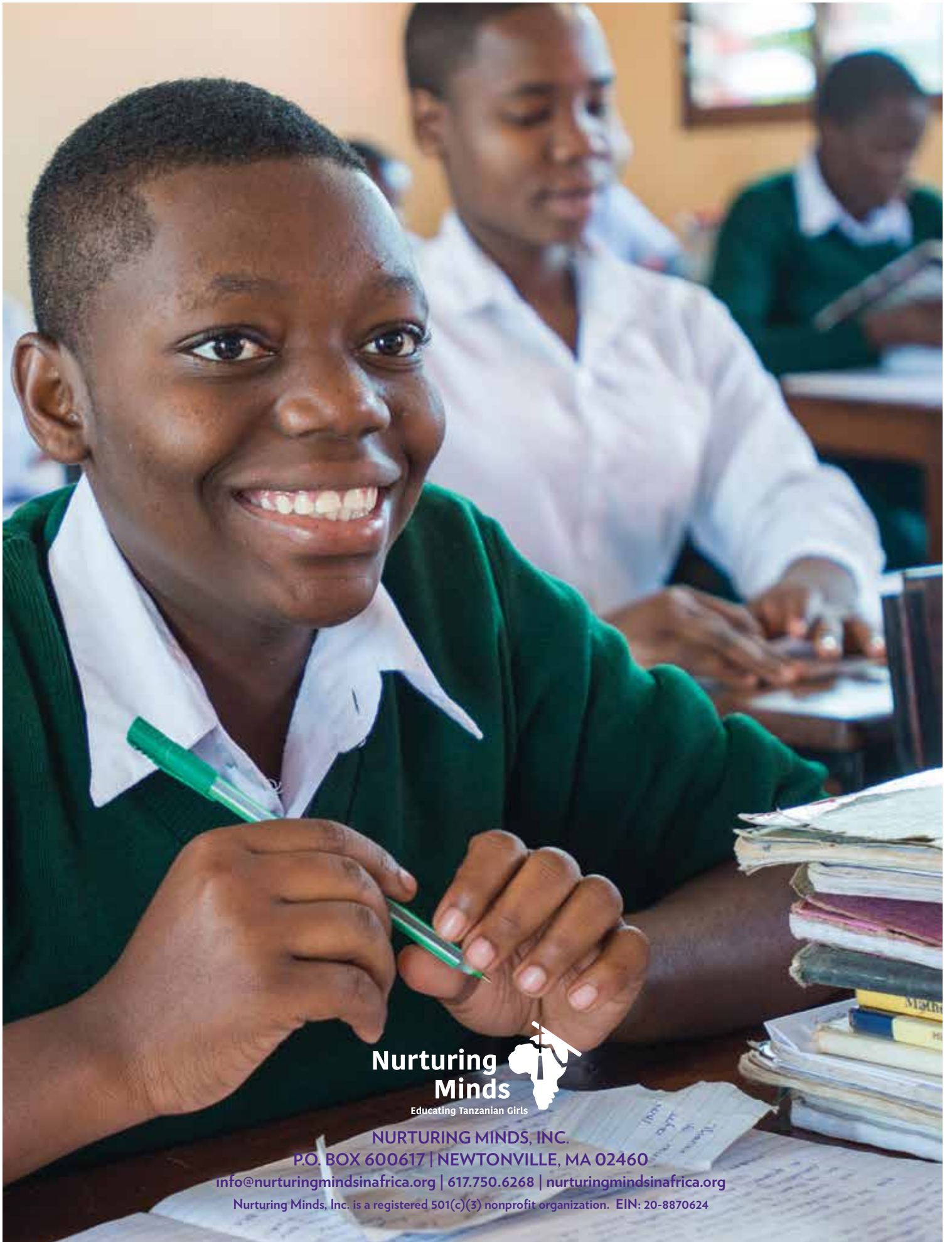
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