



SIC Tanzania

2006 Annual Report



Dear Friend,



Since our founding in August 2002, SIC has worked to limit the impact of HIV/AIDS in northern Tanzania, and to train future leaders in International Development through our structured service-learning programs. 2006 was another exciting year in our growth, with a record number of volunteers, four successful awareness campaigns, HIV testing throughout Arumeru District and the continued development of our Community Health Worker program. SIC now provides comprehensive HIV/AIDS prevention, testing, and patient support services to underserved communities with a population of over 150,000.

Sixty-five volunteers from five universities participated in three volunteer programs during the summer and fall. Their talents and energy brought accurate HIV awareness information to more than forty schools and community members in twenty-four villages. In addition, many hundreds of people were tested for HIV in these communities by our mobile VCT service as a result of the information provided during these awareness campaigns.

We were pleased to welcome several new staff members to our talented team during 2006. Raphael Robert joined Anton Urio, Joan Amanyana, and Raymond Mokiwa in managing our daily interactions with communities as a Field Officer. Erica Mackey began her training as Volunteer Programs Manager in September and later also accepted the role of acting Tanzania Operations Manager through May 2007. Brad Herrin began work as our first US Operations Manager in June, and Hezron Agustino and Charles "Masai" Filimon were hired as Driver and Mechanic respectively. In October, Anton Urio received a much-deserved promotion to Head Field Officer. At the end of the year, the whole staff was excited to move from our small two-room offices to a much larger suite of offices and logistics base about half a mile south of the center of Arusha.

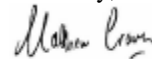
In December, we were sad to say goodbye to Karen Milch and Brian Chaszar. Karen leaves us after 2 ½ years of program management and development which have been invaluable to the growth and success of the organization. Brian finished a 1 ½ year tenure as Volunteer Programs Manager during which he led successful programs for over 100 volunteers and instituted a number of important program improvements.

2006 saw the rapid growth of the SIC group in the United Kingdom. Led by Dr. Luke Bradford, the UK team raised awareness about HIV in local schools and organized a number of innovative fundraising events, which yielded more than \$20,000 to support our programs in Tanzania.

We were awarded grants during 2006 from the Until There's A Cure Foundation and the Tanzania Community AIDS Response Fund. We received confirmation of a large grant from the 3 Peaks 3 Weeks Challenge, to be awarded in early 2007, and continue to benefit from the generosity of the many private individuals who support our work. The measurable progress we are making in providing critical HIV/AIDS services would not be possible without our donors. We owe a huge 'Thank You' to everyone who helped us achieve our goals through volunteering their time, energy, or financial support during 2006.

This report describes our accomplishments during the past twelve months. 2007 promises to be another exciting year for SIC. You can stay up-to-date with monthly newsletters and breaking news, which are posted regularly on our website – www.sichange.org. Please feel free to get in touch with any questions or comments.

Sincerely,



Matthew Craven
Executive Director

Mobile HIV Testing:

Offering Free, Confidential, Rapid VCT

SIC has now been providing free, mobile Voluntary Counseling and Testing (VCT) in our target villages for more than three years. The unit continues to advance the goal of **improved access to HIV testing** by bringing tests directly to the people seeking them.



New and improved blood lancets: We switched to a safer tool this year to minimize the risk of technicians' accidental exposure to HIV.

We developed our testing unit this year by investing in **advanced training for our primary counselor, Linus Hokororo**. The six-week training course, held in Babati at the beginning of the year, covered **up-to-date information on government protocols and antiretroviral treatment**.



Teaching partner Ezekiel Elisante using one of our new megaphones to announce testing services.

During 2006, we expanded our VCT services to include the new wards we entered through our awareness campaigns, while continuing to revisit our past sites. Our volunteers and teaching partners did an outstanding job **motivating their communities for testing**.

The most people we tested in one day this year was 107 in Kolila on Dec. 5th, closely followed by 100 people in Mirongoine on July 11th. Overall, **we tested 1,008 people in 2006**.

Tanzanian Volunteers Shine: Welcoming Local College Students to SIC

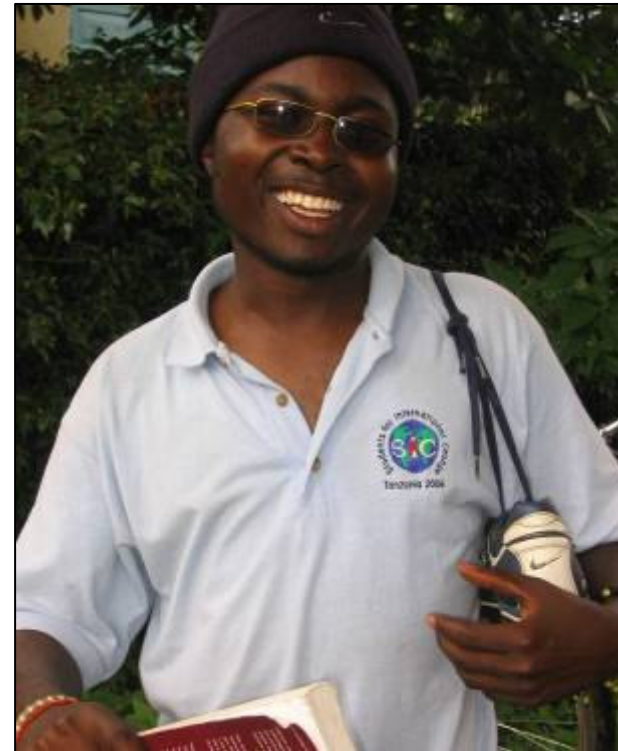
Since our founding, SIC has benefited enormously from the **talents of local youth** who join our programs as teaching partners. Apart from their skill at running dynamic classes, our teaching partners are critical to bringing groups together for seminars. They also form a competitive pool of applicants for positions of greater responsibility within SIC.

While many of our teaching partners are past or current students, we typically recruit from a few key local schools each year. This year, we opened up positions in our second summer program to students from the nearby **Institute of Accountancy (IAA)**. These students worked alongside past teaching partners and our American volunteers to run an effective awareness campaign in Kiranyi ward.

In the later part of the year we were excited to receive a grant from the **Until There's a Cure foundation** (www.utac.org) to **run a program focused solely on Tanzanian youth** during the early months of 2007. Ten students from the local **Community Development Training Institute (CDTI)** will be joining five of our best former teaching partners to run

a six-week campaign in the northeast part of Arumeru District. The upcoming "Tupambane" ("Let's join the fight!") program will also include an extended orientation with a **focus on building life skills and leadership ability**.

Congratulations to Audiface Amede and Upendo Ramadhani, who were selected from our 2006 teaching partners to coordinate Tupambane 2007!



Audiface Amede, on his way to a village soccer game.

Introducing SIC UK: Our British Team's Outstanding First Year

Under the **leadership of UK Director Dr. Luke Bradford**, SIC UK had an impressive inaugural year, **raising more than \$20,000** and kicking off educational programs in local British schools.

Based at the University of Southampton, the UK team benefits from a **diverse set of members**, ranging from medical doctors to financial experts. **Several members of the team visited Arusha** during 2006, learning about SIC programs and building relationships with our staff.



Channel swim team: From left, Yvonne Mason, Sally Mitchell, Leanne Harling, Nicola Cohen, and Heloise Hayakawa.

The group's fundraising activities this year included a such physical challenges as the Dartmoor Double Marathon and the English Channel Swim. You can follow their fundraising efforts, as well as their other projects, online at www.sichange.org.uk.

The U.K. team is currently in the process of raising additional funds through its **Million Penny Appeal**. They are also offering **overseas volunteer opportunities** for the first time in 2007, contributing students to our programs in Arusha. Finally, members of the group are **exploring opportunities to develop programs** in other parts of the world, as project sites for 2008 and beyond.



Runners on the Dartmoor Double Marathon.

Building Strong Leaders: American Students Bring New Energy

We were pleased to welcome **three new groups of American volunteers** to Arusha this year. This year we recruited at Arizona State University, Stanford University, UCLA, the University of Arizona, and the University of Southern California. With a record number of applicants in 2006, we were able to select only the students most prepared to thrive in the challenging conditions of the program. We would like to thank all of the volunteers who participated in our 2006 programs, and **congratulate them on their success in the field!**

Our 2006 programs also benefited from **an excellent team of staff**, led by Volunteer Programs Manager Brian Chaszar. Brian's work to improve program structure and safety had a tremendous impact on our work, and will be appreciated by volunteers for years to come. **Our coordinating staff also deserve praise** for their contributions this year. Simran Bindra, Dana Helwick, Laura Hyde, Claire Nordeen, Stacey Rittmueller, and Brandon Testa all brought strong leadership skills to their respective programs.



VP1 volunteers Jessie Katz (left) and Sarah Upstill, out in the villages.

Alongside our new volunteers, for the first time in 2006 we welcomed two students back to Arusha as **second-year volunteers**. Corrie Hannah and Colleen Staatz built on their previous work experiences by both teaching and contributing to the development of our educational resources.

Quick Stats: American Volunteer Programs 2006

Total Number of Volunteers: 65
Total Number of Villages Taught: 24
Average Program Rating (1-5): 4.5

Community Health Workers: Promoting Access to Medical Care & ART

This year we continued to expand our Community Health Worker program, **providing support for people living with HIV/AIDS (PLWHA) in rural areas to access health services.** While the government provides free medicines – including antiretroviral treatment – to people who are sick with AIDS, barriers to access often prove prohibitive for rural Tanzanians. Our CHW program facilitates access by **helping PLWHA navigate the hospital system, and covering transport costs.**



Lack of infrastructure in rural areas poses a significant barrier to the accessibility of medical services.



Patient Support Officer Efremu Sengeo's genuine commitment to helping people inspires many of his fellow staff.

During 2006, we **built on partnerships with local health providers**, creating relationships to strengthen our support system for rural patients. By working together we can link patients to much-needed services. **We would like to especially thank our partners** at the Arumeru District Hospital in Tengeru, Selian Lutheran Hospital, and St. Elizabeth's in Arusha for their **solidarity** in the fight against AIDS.

We are proud to report that **more than thirty villages** in Arumeru District were served by our CHW program by the end of 2006.

Fight HIV Clubs:

Peer Educators Keep Classmates Informed

During 2006, we **expanded our network of peer educators** throughout our new target wards. Volunteers and teaching partners did an excellent job providing training during awareness campaigns, and our Field Officers picked up where they left off, completing training as necessary and helping clubs structure their regular activities.



A crowded classroom of primary school students.



VPI volunteers Kristan Leech (left) and Brittney Orkney, with peer educators.

Peer educators (“PEs”) made a strong showing at all of our Community Days this year, providing additional entertainment and education through **raps, skits, and songs**. The talents of the students highlighted their ability to rally fellow youth around the goal of **preventing the spread of HIV**.

While new schools were just beginning their PE work, our target schools from past years made **ongoing progress** towards the program goals. Field Officer Anton Urio’s peer educators from Moshono and Mlangarini wards **represented their schools in Arusha on World AIDS Day**, running a table with information and making presentations. The **endurance of these clubs** demonstrates the impact of the PE program.

Strengthening our Core: New Staff, Partners, and Infrastructure



The new and improved SIC office!



Hezron Agustino (left) and Raphael Robert pose with trucks.

As SIC grows, we are working to **build our own capacity** through ongoing organizational development. This year marked several landmarks for SIC infrastructure and staff development.

Midway through the year, we made a significant change in our transportation system by **hiring full-time staff for our program vehicles**. We recruited our mechanic, Charles “Masai” Filimon, from a local repair shop, while our driver, Hezron Agustino, shifted out of the safari business to join our team. Both men quickly **proved their value** in making driving on the village roads as safe as possible.

We welcomed **two other new staff** to our team this year: Raphael Robert, a VP1 teaching partner who began a position as a Field Officer in July, and Cara Winters, a student serving as our Program Development Officer before she begins graduate school at Princeton next fall. Both Raphael and Cara have been **exceptional additions to the SIC team**.

Finally, at the end of 2006 we **substantially improved our office space**, moving from the two-room space we had held since 2003, into a much larger home a short walk from the center of Arusha. The new office provides **comfortable work space, meeting rooms and storage space**, all of which will boost our productivity.

The Year Ahead:

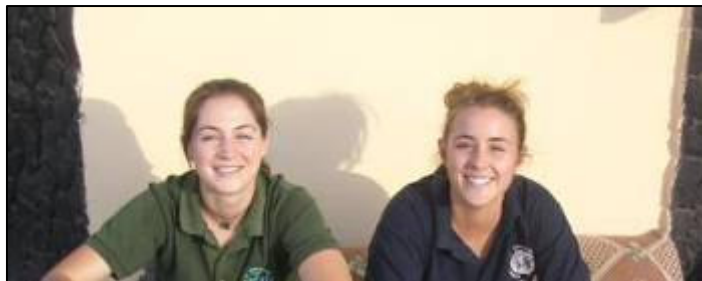
Plans for 2007

All of our staff are looking forward to another exciting year of work in 2007. Highlights of next year will include:

* **Tupambane 2007** program with a strong group of local development students, working alongside experienced teaching partners.

* **Systemic changes in the Community Health Worker program**, including the addition of food supplements to other supplies, and stipends for effective CHWs.

* **New staff adding resources** to our educational materials and monitoring & evaluation system.



Outgoing Operations Manager Karen Milch (left), with 2007 Volunteer Programs Manager and acting Operations Manager, Erica Mackey.



VP1 teaching group, meeting in Muriet ward.

As always, we are looking forward to welcoming new groups of volunteers and teaching partners to our programs next year! We are especially pleased to be welcoming new students from **Claremont College**, in the U.S., and the **University of Southampton**, in the U.K. **For information about applying to join SIC**, visit www.sichange.org.

Contribute to SIC's Work!

How to Make a Donation

We continue to rely on a combination of grants and private donations to support our mobile testing unit, peer education programs, and Community Health Workers. Your contribution can make a difference:

\$10: Free HIV counseling and testing to 10 people.

\$280: Training for 10 Community Health Workers.

\$500: Teaching supplies for 20 peer education clubs.

\$15,000: Land Rover pickup truck, extending our services to 20 additional villages, with a total population of about 80,000.

SIC is a registered 501(c)(3) nonprofit organization in the U.S., and a registered U.K. charity. You can make a secure donation online at www.sichange.org, or send a check to:

SIC Tanzania
PO Box 41022
Tucson, AZ, 85717-1022

We are a **financially transparent organization**. For a complete copy of our 2006 accounts, please contact Erica Mackey at erica@sichange.org.



Dawn Patten, VP1 volunteer, with her homestay sister.

ASANTE!

We would like to extend our thanks to all of the donors who enabled our work during 2006, whether by direct contributions or by providing support for our staff and volunteers.



Staff: From left, Stacey Rittmueller, Brandon Testa, Karen Milch, Joan Amany, and Brian Chaszar.

Summary of 2006 Accounts

Operating Expenses: Volunteer Programs

Fixed Costs

Marketing & Pre-field	\$ 2,224	1.8%
Overhead	7,993	6.3%
Salaries & Staff Development	27,189	21.5%
Airfare	14,436	11.4%
Miscellaneous	4,108	3.3%
Total Fixed Costs	\$ 55,950	44.3%

Volunteer Program 1

Volunteer Costs	\$ 13,031	10.3%
Orientation	2,041	1.6%
Project Costs	1,611	1.3%
Staff Costs	3,003	2.4%
Transport	2,638	2.1%
Total VP1	\$ 22,325	17.7%

Volunteer Program 2

Volunteer Costs	\$ 13,097	10.4%
Orientation	1,873	1.5%
Project Costs	923	0.7%
Staff Costs	2,993	2.4%
Transport	2,865	2.3%
Total VP2	\$ 21,752	17.2%

Volunteer Program 3

Volunteer Costs	\$ 13,621	10.8%
Orientation	2,813	2.2%
Project Costs	911	0.7%
Staff Costs	4,134	3.3%
Transport	4,478	3.5%
Miscellaneous	331	0.3%
Total VP3	\$ 26,288	20.8%

Volunteer Programs Total	\$ 126,315	100%
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Operating Expenses: Core Activities

Fixed Costs

Vehicle Maintenance	\$ 22,228	42.6%
Salaries & Staff Development	15,141	29.0%
Office Rent	6,600	12.6%
Transport & Travel	4,243	8.1%
Miscellaneous	958	1.8%
Total Fixed Costs	\$ 49,170	94.2%

HIV Testing

\$ 1,315	2.5%
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Community Health Workers

\$ 1,488	2.9%
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Peer Educators

\$ 240	0.5%
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Core Activities Total	\$ 52,214	100%
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Total Operating Expenses:	\$ 178,529
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Operating Revenue

Volunteer Program Fees	\$ 136,100	70.9%
SIC UK	22,859	11.9%
Donations	21,879	11.4%
Grants	8,310	4.3%
Vehicle Sale	2,796	1.5%

Total Revenue	\$ 191,944	100%
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Carryover for 2007	+ \$13,415
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SIC 2006

Board of Directors:

Matthew Craven, *Executive Director*

Tina Wu, *Program Director*

Board of Advisors:

Tom Blincoe, Laura Hartstone, Dr. Bertram Jacobs, Glory Matoy,

Helen Mhando, Alex Mziray, Dr. Robert Siegel

SIC Staff:

Hezron Agustino, *Driver*

Joan Amana, *Field Officer*

Brian Chaszar, *Volunteer Programs Manager*

Charles "Masai" Filimon, *Mechanic*

Brad Herrin, *U.S. Operations Manager*

Linus Hokororo, *Counseling and Patient Support Officer*

Karen Milch, *TZ Operations Manager*

Raymond Mokiwa, *Field Officer*

Raphael Robert, *Field Officer*

Efremu Samunge Sengeo, *Patient Support Officer*

Anton Urrio, *Head Field Officer*

Cara Winters, *Program Development Officer*

SIC UK Team:

Tarig Abdelrahman, Tom Blincoe, Dr. Luke Bradford (*Director*),

Dr. Mark Cranley, Hannah Davey,

Dr. Mark Davey, Barney Fontaine, Dave Kennon,

Dr. Sally Mitchell, Stuart Nazer

Volunteer Program 1:

Orientation Leader: Dr. Bertram Jacobs

Coordinators: Stacey Rittmueller and Brandon Testa

Teaching Partners: Audiface Amede, Imakulata Chikoti, Joyce Joshua, Hanifa Jumanne, Peter Laizer, Glory Lyimo, Leah Mnafe, Godfrey Molel, Waziri Njau, Adam Nuru, Raphael Robert, Eliakimu Sane, Christian Sarikie

Volunteers: Dari Al-Huwail, Elena Bingham, Emily Denniston, Andrea Galaviz, Corrie Hannah*, Michelle Hawks, Kara Hildebrandt, Jessica Katz, Steve Kelling, Brett Lafave, Kristan Leech, Brittney Orkney, Dawn Patten, Ronete Peltz, Mahdi Pessarakli, Jennifer Riggs, Vanessa Schmidt, Ralyn Strong, Martha Suarez-Ballesteros, Whitney Taft, Sarah Upstill, Caia Vermuel-Taback, Corrie Willeford, Kelly Winjum

Volunteer Program 2:

Orientation Leader: Dr. Paula Tavrow

Coordinators: Dana Helwick and Laura Hyde

Teaching Partners: Audiface Amede, Fredy Ferdas, Joyce Joshua, Hanifa Jumanne, Ephraim Kapungu, Glory Lyimo, Masau Mujunju, Glory Matoy, Edgar Ngao, Waziri Njau, Godfrey Shayo, Joan Valentine

Volunteers: Nadya Belenky, Alisa Cordesius, Michaella Corso, Alaina Critchlow, Ruth Dawson, Lori Faber, Ashley Gamayo, Chenxing Han, Rachel Hodara, Hayley Hunt, Karen Jacobson, Stacey Kallem, Craig McFadden, Carlos Mora, Kelly Percival, Lena Prints, Christina Russell, Romy Saloner, Kathy Santoso, Jeff Travis, Stacie Vilendrer, Claire Watt, Emma Winder

Volunteer Program 3:

Orientation Leader: Matthew Craven

Coordinators: Simran Bindra and Claire Nordeen

Teaching Partners: Audiface Amede, Godfrey David, Ezekial Elisante, Simon Gervas, Joyce Joshua, Farida Kahana, Peter Laizer, Glory Lyimo, Isai Mashingo, Charles Mushi, Upendo Ramadhani, Christian Sarikie

Volunteers: Chloe Auletta-Young, Tiffany Beckum, Aaron Berg, Deanne Canieso, Alexandra Coonce, DeAnna Dalton, Deshka Foster, Laurel Gabler, Andrew Johnston, Aghavni Jouharian, Laure Katz, Luke Kollasch, Logan McClure, Kristin Richter, Selena Simmons-Duffin, Colleen Staatz*, Meghan Sullivan, Nicole Wires

(* Denotes Second-Year Volunteer)

Students for International Change
www.sichange.org

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Arusha, Tanzania

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