TUSONGE COMMUNITY DEVELOPMENT ORGANIZATION

TUSONGE PROFILE

TUSONGE COMMUNITY DEVELOPMENT C.D.O.
Making a real difference in lives

ORGANIZATION

[Images of people in a classroom and a garden]

[Images of people engaged in various activities]

[Image of a gas cylinder and a stove]
TUSONGE COMMUNITY DEVELOPMENT ORGANIZATION

This is the nongovernmental, non partisan vibrant organization of like minded individuals with a commitment of encouraging and promoting community development initiatives at grassroots levels. It is an NGO registered and started her operations in Kilimanjaro region since 2011. Reg. Number is 73437 and 2013 TUSONGE received a certificate of Compliance with the Tanzania NGO Act 2002 number 00001517.

The main focus of TUSONGE work is to offer comprehensive support and promote equal participation and access to the socio-cultural, economic justices and human rights education, and safeguarding and protection of children in the communities as well as families.

The Word TUSONGE was derived from the motivation which the founder members have in appreciating the already existing community initiatives which literally means TUSONGE= “Let’s jointly advance together”

Tusonge motto is:” Making real differences in lives”

Drawing from the vast experiences of human rights and gender activists it was evident that TUSONGE needs to work more close with the target groups in communities where violation of individuals economic, and socio-cultural, rights are persistently violated due to various numbers of reasons related to historical backgrounds as well as cultural and customary beliefs.

“TUSONGE beliefs that “Economic empowerment of most marginalized women is a great step towards driving them out of poverty and a means to overcome social injustice which have haunted their well being for so long”

Primarily the focus of TUSONGE practice in the community is to work holistically by appreciating the already existing opportunities and various initiatives which needs more strategic support for sustainability purpose.

TUSONGE remains committed to giving voice to grassroots and the most vulnerable stakeholders whose social, cultural economic rights are violated especially women.

TUSONGE VISION:
A society where people enjoy equal right to sustainable livelihood, well-being, and play developmental roles as committed citizens.

TUSONGE MISSION:
To enable disadvantaged women and youth entrepreneurs to create prosperity, health, freedom and contribute to a vibrant and sustainable economy.

OVERALL GOAL:
Livelihood of the marginalized communities of Kilimanjaro region improved.
TUSONGE CORE VALUES:

1. **Respect for life in all its diversity.** TUSONGE values the inherent dignity of all human beings and in the intellectual, artistic, ethical, and spiritual potential of humanity. TUSONGE recognizes that all beings are interdependent and every form of life has value regardless of its worth to individual human beings.

2. **Integrity, honesty and respect.** TUSONGE believes that love is the overriding value that should guide us all. It therefore insists that its members and partners act with honesty and integrity. It promotes to be humble and forgiving, help each other to learn from mistakes, mend fences and move on after disagreements.

3. **Justice and respect for human rights.** TUSONGE values democratic societies where communities at all levels i) guarantee human rights and fundamental freedoms; ii) provide every person an opportunity to realize his or her full potential and iii) enable all to achieve a secure, meaningful and sustainable livelihood.

ORGANISATIONAL NORMS AND PRINCIPLES:

1. **Business minded.** TUSONGE behaves in a professional manner. It makes decisions that take into account the commercial realities faced by our stakeholders.

2. **Commitment-** TUSONGE considers it paramount to be focused and true to the organisational values, vision and mission. It expects a voluntary and self-motivated spirit of all its stakeholders.

3. **Frugality-** using the scarce resources for their intended purpose, efficiently, modestly, and with the sole objective to produce the promised results.

4. **Learning-** recognising that development is both an end and a process. It encourages at all levels in the organisation and amongst its stakeholders to continuously reflect on performance, draw new insights that generate new knowledge and improve skills and strategies for improved action and greater impact.

5. **Partnerships.** TUSONGE seeks for effective collaboration with other development partners to enhance efficiency, and promote exchange of ideas and learning.

6. **Punctuality.** TUSONGE cherished doing the right thing in the right place at the right time. Hence it is conscious that time is a resource not to be wasted

7. **Respectful.** TUSONGE values and learns from differences in stakeholders’ thinking, culture and experiences.

8. **Self-reliance.** TUSONGE encourages effective use of all available resources within the organisation and its beneficiaries, before turning to external support. It
has developed a sustainability policy and works towards generating at least 20% of its programme funds by 2018.

9. **Socially Responsible.** TUSONGE strives to make decisions that have a positive impact on people, communities and the environment.

10. **Transparency and accountability.** TUSONGE holds itself fully accountable for its words, actions and resources entrusted to them.

11. **Unity, solidarity and Inclusiveness:** TUSONGE engages with all stakeholders without prejudice to influence, improve and innovate. TUSONGE has a distinguished tradition of inclusiveness, appreciation for diversity and transcendence above prejudices. It promotes collaboration at the household, business, community and other stakeholder levels.

12. **Voluntarism** TUSONGE strives towards practised self-motivation of staff and board members, which is primarily driven by the organisation’s values and objectives, and not by individual monetary gains. Examples: Staff make overtime without pay, and Board members provide their services on cost – recovery basis.

**INTERNAL CAPACITY AND WORKING ENVIRONMENT**

Tusonge comprise of committed and dedicated staff. The working environment is facilitative because it is guided by existing organization policy and board of directors.

**HUMAN RIGHTS EDUCATION PROJECT**

**Project goal:** To build safer and more equitable communities where key actors, including children and youth, are participating and taking leadership in promoting democracy and greater respect for human rights.

**Objectives**

- To equip children and youth in identified communities to lead community initiatives designed to reduce violence, advance gender equality and ensure greater respect for their human rights.

- To increase the participation of girls, boys, young women and young men, particularly from marginalized groups, in community development and decision-making processes.

- To build the capacity of local intermediaries in targeted communities to establish structures and policies to support the meaningful participation of children and youth.

- To strengthen the ability of Government authorities and other stakeholders to develop policy and deliver services that fulfill state obligations to promote and protect human rights of children and youth and advance gender equality.
To reinforce networking in Tanzania for the sharing of best practices related to
the protection and participation of children and youth

KEY STRATEGIES

✓ Participatory economic empowerment process to most marginalized individuals
and community groups for addressing economic injustices

✓ Mainstreaming HIV/AIDS, Human rights gender and leadership in all planned
community interventions.

✓ Conduct participatory Action Research process in the communities to unfold the
real prevailing development issues.

✓ Strengthening networking and collaborations for horizontal learning.

✓ Continuous organization development for continuous learning and healthy
growth.

✓ Teamed up with local government authorities / community based CSOs for
sustainability and horizontal learning.

✓ Open sharing of issues related to violation of human rights by individuals’
community members and through media coverage.

✓ LGA leaders more gender sensitive in decisions making at communities.

✓ Women and girls more motivated to contest for various leadership positions.

✓ Positive motivation to participate in the HR programme this was observed from
the baseline survey that 99% of the participants are ready to participate in the
program.

✓ Increased commitment from community leaders who participated effectively and
in a large number during the baseline sharing activities.
TUSONGE ORGANIZATION STRUCTURE

BOARD OF DIRECTORS

GENERAL ASSEMBLY

EXECUTIVE DIRECTOR

M & E OFFICER

MARKETING /FUNDRAISING OFFICER

FINANCE AND ADMINISTRATIVE OFFICER

ECONOMIC EMPOWERMENT COORDINATOR

HUMAN RIGHTS COORDINATOR

SECTOR OFFICERS:
- Textiles
- Retail
- Transportation
- Food and catering
- Commercial Agriculture
- Economic empowerment

CHILDREN & YOUTH OFFICER

WOMEN RIGHTS OFFICER

ADMINISTRATIVE SECRETARY/CASHIER/COMMUNICATION

OFFICE ATTENDANT

DRIVER / LOGISTICS OFFICER
TUSONGE COVERAGE
Kilimanjaro region.

ECONOMIC EMPOWERMENT
Offer entrepreneurship training to most marginalized groups as a means towards improving their livelihoods.

HUMAN RIGHT EDUCATION
Conduct participatory awareness raising sessions and training as a means to influence people to command and respect human rights values which maintain and restore their dignity as stated in various UN instruments and local legislations.
Awareness raising in one of the local primary school-Sharing why they feel corporal punishment is a violence to them.

KEY ACHIEVEMENTS/OUTCOMES BY TUSONGE out of 330 people supported in 2015

✓ Beneficiary’s confidence to access loans from their groups increased due to proper application of the developed business, business plan and proper business record keeping. 72% of the trained beneficiaries are confidently using their business plans and keep well the records for their daily business

✓ Beneficiary’s business capital increased and enabled them to select profitable business- 70% of the beneficiaries confirmed increased capital from 50,000Tsh to 500,000Tsh from in 2015

✓ Family condition of TUSONGE beneficiaries improved due to the ability to afford basic social services such as health, education, safe and clean water, electricity and house. 67% of the beneficiaries confirmed to have ability to afford basic social services

✓ Increased confidence of the trained beneficiaries especially women to participate in decision making bodies from family to community levels.-52% of the beneficiaries were able to meaningfully participate in decision making from families to local levels

✓ Increased ability and opportunities of women to own land and their own businesses - 46% of the beneficiaries have confirmed by 2015 to have owned their business and land some of them

✓ Reduced gender based violence from families as result of shared human rights values-45% of the beneficiaries reflected and confirmed their families and communities to be safer for them to live and share ideas with not actions of violence. Reduced GBV and enhanced sharing of roles and responsibilities between spouses and among community members. Underlying factors in most of the GBV issues previously reported was due to poverty in the families

✓ Increased access to VCT and reduced stigma and support to orphans and infected families- 47% of the beneficiaries confirmed this.

✓ Enhanced collaboration and sharing with local governments within project coverage
SUCCESS /IMPACT STORIES FOR 2011 PILOT PROJECT

Ndeterewio Maimu aged 39, from Ivaeny Ward, she is selling green bananas after she joined TUSONGE in 2014 she managed to make improvements such as: Increased business capital from 50,000tshs to 200,000tshs, Increased business profit from 10,000Tshs to 35,000Tshs per day. The profit enable her to compete her house.
STORY 1:
NAME : JUMANNE S JAMBIA
SEX  : MALE
AGE  : 60YEARS
LOCATION: MIEMBENI HAMLET
ACTIVITY : TAILOR

KEY CHANGES AS A RESULT OF TUSONGE TRAINING:

He is the one of the beneficiary of the human rights and gender training Initially before the training as a good Moslem man I never believed that my wife need to be involved in any decision which involve my family matters. I knew that she was there to listen and to obey orders from me only.

During the human rights training I wish to confess that it was an eye opener to me. It facilitated my TURNING POINT. Actually we had some family conflict and violences especially with my wife on not remaining open to what I earn .No sharing was done openly with my wife was not given a space to share. I have completely noted some advantage of involving my wife in all matters related to our family welfare. Now we are happy and actually the daily income has gone up since I never spend any money without consulting her. I feel my family has more piece and harmony now.
STORY 2:

NAME : ANGELISTER SHAYO
SEX : FEMALE
AGE : 50 YEARS
LOCATION : MAJENGO – ARABICA
ACTIVITY : ENTREPRENEUR (SMALL BUSINESS) Duka and Kibanda
ACTIVITY LOCATION: MIEMBENI HAMLET

CHANGES AFTER TRAINING:
She is an important adviser on HIV/AIDS within the community that surrounds her. She also live with her daughter who is affected by HIV/AIDS and she know how to provide support or any other kind of help.

Before the training she was discriminating her daughter in many ways. As a mother I discouraged my family to share toile and some food utensils with the sick child.

After the training I have understood the possible means of transmission and we are integrating well with the patient at home but with some precautions as we have been taught of avoiding a spread of the virus from one person to another.

“Nilikuwa nikimnyanyasa mwanangu bila ya mimi kufahamu hivyo alikuwa akijisikia vibaya sasa nimebadilika tunashirikiana kwa mapendo na ninamsaidia kwa namna yoyote ile bila ya yeye kujisikia vibaya” said by Angelister

Also she convinces two people (her neighbor) to access VCT for the HIV/AIDS testing. She encourages them to test after seeing that they are suffering from various diseases, but now they have a good health and continue with their activities simply because they attended VCT.

In my community I have been given a popular name as counselor.

“Nimejikuta ninaitwa mama ushauri katika jamii inayonizunguka, wengine huniita nesi hivyo wanakuja kwangu kila mara wapatapo tatizo la kiafya. Hii imekuwa changamoto kwangu, kwani wakati mwingine wanakuja hata wale wenye matatizo yaliyoko nje ya uwezo wangu” said by Angelister.

I also regret the mistreatment which I did
to my daughter who got married to Christians. After the training I summoned a family meeting to reconcile and share my born again life of considering others equally in any process.

STORY 3:

NAME : DOMINICK S NJAU
SEX  : MALE
AGE  : 30YEARS
LOCATION: MIEMBENI
ACTIVITY : ENTREPRENEUR
ACTIVITY LOCATION: MIEMBENI HAMLET

CHANGES AFTER TRAINING:
God is great! I started with a retail shop where I was only earning 3,000tsh per day. Today I have made some significant changes of earning a profit of 100,000tsh to 150,000tsh per day.

I came to realize that the importance of record keeping and avoid unnecessary expenditures have increased my daily sales. The ability to access loan from the VICOBA group for me it was real a great support. Initially I tried to access loan from other Microfinance Institution where the key question for me was not having Collateral! Through TUSONGE I started with business capital of 50,000Tsh now I am able to access 1,500,000Tsh. Look the way my shop is looking beautiful. He is one of the best examples of people who gained benefit from the entrepreneurship Skills training
JENI LYIMO’S SHOP – MSARANGA RAUYA

32 years old

This project has made me to increase income and improve my life as I now use gas instead of cooking by using the local means which was highly contributing to time waste, degradation of environment and more over when walking all over searching for fire wood I happened to get some events of violence from my partner as he was always suspicious of my life interims of other relations.
I am part of the change
Mimi ni sehemu ya basukio
#Participation # HumanRights
Testimony from Member of Parliament of Moshi Municipal

Mr Japhary Michael-Currently MP for Moshi Municipality
Human right education should be part of our day to day leadership roles as leaders. We need TUSONGE to support this learning not only to our communities but also as leaders we need this programme for social change at leadership positions”.

Testimony from SIHA District Director-Mr Rashid Kitambulo
I never knew that the process would be so empowering like this. Can I have the tools, which you used for gathering data as I feel they will help to easy our discussions in the District council meetings with our ward Leaders? I like the process as it is very brief but informative for even non researchers like me”

LESSON LEARNT BY TUSONGE

i. Participatory approaches during implementation of activities continued to add value and create space for the communities to own and sustain the results.

ii. Ending of Gender based violence in the communities need a conscious process of integrating the perpetrators in the process for awareness raising and further monitoring support.

iii. Using Info entertainment approaches/techniques in communities attract more people to access VCT facilities.

iv. Strategic networking and collaboration with other organizations and stakeholders enhanced horizontal learning and complementing existing resources and capacities for better results of the project.

v. Documentation and publicity have increased visibility and morale for beneficiaries and staff as well as reasonable feedback from the readers.

vi. Use of media as key strategy in the implementation wider the coverage of information sharing and learning.

vii. Communities are highly resourceful and working with them and trust helps the results to be very realistic.

viii. Youth have different interest especially when it comes to entrepreneurship and need to be listened more carefully as to ensure the expectations are managed realistically
FUNDING SUPPORT:

1. Bread for the World Germany Protestant Development Services

2. equitas

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