



# TOMORROW STARTS TODAY

## *2024 Annual Report*





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# OPENING REFLECTIONS FROM OUR **MANAGING DIRECTOR**

We are proud to share with you the 2024 Annual Report, which highlights The Foundation For Tomorrow's key achievements and progress over the past year. Guided by our strategic and implementation plans, we remained committed to delivering impactful programs that align with our mission. This report reflects the measurable outcomes we achieved through our core initiatives, evaluated through essential performance indicators.

In 2024, TFFT provided access to quality education for **97 children** from vulnerable backgrounds through our Scholarship Program. This included 46 students in primary school, 39 in secondary, and 12 in tertiary education. Our holistic approach continued to support scholars beyond the classroom, integrating academics with life skills, entrepreneurship, business development, health, and psychosocial support.

Through our Teacher Training Program, we helped improve learning outcomes for **6,092 students** by training educators, school leaders, and government officials in effective teaching and school management practices. We also renovated four preschool classrooms across Arusha District, Arusha City, and Meru District, positively impacting the early education of 144 young learners.

The key lessons of 2024 underscore the importance of engaging stakeholders throughout the program cycle, fostering internal collaboration and innovation, and equipping youth with the skills needed for economic independence. We also recognized the critical role of sustainability, particularly through leadership development, enhanced fundraising, and the strategic use of The Learning Centre to drive long-term impact.

As we look ahead, we extend our deepest gratitude to all our donors, supporters, and partners. Your unwavering belief in our mission made this year of transformation possible. With a strong foundation in place, we are well-positioned to deepen our impact, strengthen our partnerships, and create lasting change in the communities we serve.

Together, we will continue to empower children, educators, and families to build a brighter, more equitable future.



A handwritten signature in dark blue ink that reads "Noah Kayanda".

Noah Kayanda  
Managing Director

# HEAR FROM OUR EXECUTIVE DIRECTOR

Dear TFFT Community,

At The Foundation For Tomorrow, we believe that every child deserves access to a quality education and the opportunity to shape their own future. This belief is the driving force behind everything we do, and in today's world, it has never felt more urgent.

In Tanzania, an estimated 3.5 million children are out of school. Among them, those from low-income households are three times less likely to access education than their wealthier peers. These statistics are more than just numbers. They are a stark reminder that a child's circumstances too often determine their future long before they've had the chance to imagine one.

Africa is home to the world's youngest population, and we see extraordinary potential in every student we serve. Each year reaffirms what is possible when we invest deeply in young people. In 2024, TFFT scholars continued to rise to the challenge, pursuing higher education and careers they once thought beyond reach. When students are equipped with the right tools and consistent support, they begin to believe in themselves and act on that belief.

Our work is defined by a whole-child approach. We know it takes more than covering school fees or providing textbooks. Through career coaching, mentorship, hands-on learning, youth camps, life skills workshops, and individualized year-round support, we walk alongside each scholar as they discover who they are, what they value, and where they want to go. It is not just about passing exams. It is about building futures with confidence and purpose.

We also understand that strong students need strong schools. That is why our Teacher Training Program continues to be a cornerstone of our work. By equipping educators with student-centered teaching strategies, inclusive classroom practices, and practical tools for life skills development, we are transforming the educational experience for thousands of learners across Tanzania.

At its core, TFFT exists to ensure that orphaned and vulnerable children are not only given access to education but are empowered with the skills, resilience, and support to lead self-sufficient, meaningful lives. Education is the first step, but not the last. Our vision is a Tanzania where every child, regardless of background, has the opportunity to thrive

Thank you for standing with us. Your belief in this mission makes everything we do possible.

With gratitude,



A handwritten signature in dark ink that reads "Miller Bianucci".

Miller Bianucci  
Executive Director





# THE STAFF *of* THE FOUNDATION FOR TOMORROW

## Tanzania Team

Noah Kayanda, *Managing Director*

Delfina Reuben, *Director of Programs*

Janeth Evaristi, *Finance and Administrative Manager*

Hatibu Kimlola, *Accountant*

Deogratius Mombury, *Logistics Officer*

Tom Tarimo, *Facilities and Equipment Coordinator*

Robin E. Mwanga, *Scholarship Program Manager*

Evelyne Kaijage, *Training and Skills Development Coordinator*

Haruni John Kidungu, *Learning Enhancement Coordinator*

Adrian Maganga, *Teacher Training Program Manager*

Ombeni Mgwilanga, *Teacher Training Program Coordinator*

## United States Team

Miller Bianucci, *Executive Director*

Samantha Filcik, *Development and Operations Manager*

Margaret Martin, *Communications and Fundraising Coordinator*

# THE BOARD OF DIRECTORS *of* THE FOUNDATION FOR TOMORROW

## United States

Lauren Bolshakov, *Lauren Bolshakov Art*

Jane Caldwell, *Ridgemont Equity Partners*

Andy Misiaveg, *TSCG (The Shopping Center Group)*

Meghann Gundermann Sehorn, *The Foundation for Tomorrow Founder*

Nicolas (Cole) Walter, *Interior Moderna*

Falconer Robbins Warren, *Driven Brands*

Beth Watson, *SINE Digital*

## Tanzania

Natalia Mariam Dabo, *Zygote Ltd.*

Rukia Hatibu, *AfricAcademy – Arusha Science School*

Lucy Kamptoni, *Shepherds Schools*

Simon Daffi Kirway, *The Evangelical Lutheran Church in Tanzania (ELCT)*

Meghann Gunderman Sehorn, *The Foundation For Tomorrow Founder*

*Board Member Simon Daffi  
at the Computer Lab Launch*





# MISSION

The Foundation For Tomorrow's mission is to secure quality education and emotional support for orphaned and vulnerable children so that they may reach their full potential and thrive in their communities.



*Agness Isaya, TFFT Alumn*

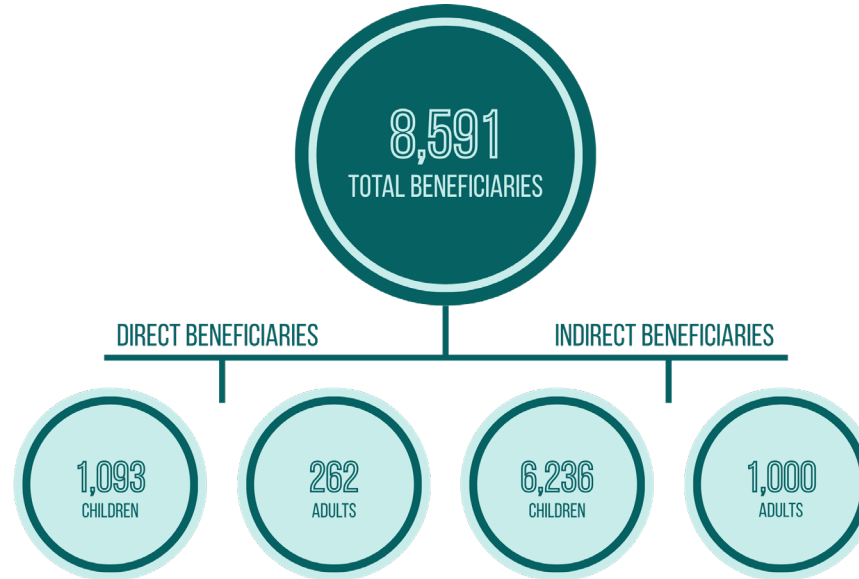
# VISION

Focused on work in Tanzania, The Foundation For Tomorrow envisions a world where all children contribute to society as active and empowered citizens free of exclusion, disadvantage, and vulnerability.





# OUR IMPACT



In 2024, TFFT's programs collectively impacted approximately 8,591 participants, comprising 1,355 direct beneficiaries and 7,236 indirect beneficiaries through scholarships, training, and capacity-building initiatives and improved educational environments, teacher training, and community engagement efforts respectively.



We are proud to have launched and operationalized The Learning Centre, which serves as a dynamic hub for social change, housing TFFT's various programs and providing students, youth, educators, and communities with valuable resources, training, and innovative learning experiences.



# PROGRAMMING





# TFFT'S SCHOLARSHIP PROGRAM



The Foundation For Tomorrow continues to provide holistic, long-term educational support to vulnerable children through its Scholarship Program. Each scholar is selected through the Poverty Probability Index to receive a twelve-year scholarship to one of our local partner boarding schools that has been carefully vetted and selected by our Scholarship Program team. The scholarship includes tuition and comprehensive support services that include school supplies, uniforms, healthcare, psychosocial services, tutoring, and safe housing where needed. This model allows students to focus on learning without the burden of unmet basic needs.

# SUPPORT BEYOND THE CLASSROOM

100%

of TFFT scholars  
achieved passing marks  
in their national & school  
examinations

47

guardians and caregivers  
given tools and strategies  
to support their child's  
development

52

educators and non-teaching  
staff trained in counseling  
skills to offer emotional and  
psychological support



TFFT supports scholars through key academic transitions by offering Pre-Form One and Pre-Form Five preparatory courses, as well as targeted tutoring and exam preparation. Regular academic progress visits enable our staff to monitor scholar performance and provide timely, personalized interventions to help each child stay on track, resulting in 100% of TFFT scholars achieving passing marks in their national and school examinations in 2024.

Our Career Coaching and Mentoring Program prepares scholars for life beyond the classroom through activities such as Youth Camps, Interview Symposiums, Career Tours, and Professional Networking Forums to give students exposure to real-world opportunities and build essential skills in communication, confidence, and planning. TFFT also provides guidance and support throughout the university and vocational training application process, including assistance with government student loan applications to reduce financial barriers.



Investing in a wider support network for our scholars fosters stronger relationships between schools, students, and families so TFFT conducts training workshops for the guardians and caregivers of our scholars. These sessions are designed to equip families with practical tools and strategies to support their child's academic and emotional development. Our team also trained educators and non-teaching staff from partner schools in counseling skills, strengthening their capacity to offer emotional and psychological support to students and fostering a nurturing and supportive school environment.



# HEAR FROM OUR SCHOLARS



*Sirili Robert, TFFT alum*

“Since joining the TFFT Scholarship Program in 2015, I have grown into a resilient and ambitious young professional. Today, as a graduate pursuing a career in graphic design, I have started establishing a graphics workshop to address social challenges, foster dialogue, and inspire creativity within my community. My journey is a testament to how TFFT’s support empowers scholars beyond education, equipping us with the skills and confidence needed to create lasting impact. I am incredibly grateful for all the opportunities TFFT has provided me, and I look forward to continuing my growth and giving back to my community.”



*Apaifura, TFFT alumna*

“My name is Apaifura Augustino Nanyaro, and my journey has been one of resilience, hope, and transformation. Born in 2003, I tragically lost my mother at birth and was raised at Nkoaranga Orphanage. My life took a turning point in 2009 when TFFT welcomed me into its Scholarship Program, providing me with access to quality education, mentorship, and essential support. TFFT has been more than just a sponsor – it has been a source of encouragement, inspiration, and hope. With their support, I recently graduated with a Diploma in Accounting from the Institute of Accountancy Arusha. Beyond academics, TFFT equipped me with critical life skills such as leadership, decision-making, communication, confidence, self-awareness, and self-expression, which have shaped me into the person I am today. Through the program, I also received mentorship, healthcare, basic needs, and emotional support, which greatly contributed to my well-being. This opportunity has not only changed my life but has also positively impacted my family. Currently, I am volunteering at Neptune Ngorongoro Luxury Lodge, where I am gaining practical experience and further developing my professional skills. I am eager to continue my educational journey and pursue a Bachelor’s degree in Accounting to expand my career prospects and personal growth. I am deeply grateful for the life-changing support TFFT has provided, and I hope to continue this journey with your support. Thank you for believing in me and giving me the chance to build a brighter future.”

# TEACHER TRAINING PROGRAM



The Teacher Training Program at The Foundation For Tomorrow (TFFT) is designed to improve teaching quality and educational leadership across schools in Tanzania, aiming to enhance student learning outcomes and foster long-term, sustainable improvements within the education system. Through a combination of in-service training, peer learning, and professional networks, the program equips teachers with the tools, skills, and knowledge needed to create inclusive, engaging, and effective classroom environments. It also places a strong emphasis on leadership development, encouraging school leaders to champion innovation and a culture of excellence. Through these coordinated efforts, TFFT's Teacher Training Program continues to drive meaningful change in Tanzania's education landscape – strengthening the capacity of those who teach, support, and lead, and ensuring that every child has access to quality learning opportunities.

In 2024, the program expanded its reach and deepened its impact, directly supporting 423 teachers and school leaders from 26 schools across the Arusha region. These in-service professional development sessions contributed to improved teaching practices that benefited approximately 6,092 students (2,992 girls and 3,100 boys) through enhanced instruction and more supportive learning environment.



# TUFUNDISHANE

Tufundishane is a TFFT publication written for teachers by teachers that creates a platform for teachers to share their ideas and examples of best teaching practice with the wider educational community. Reaching over 1,000 educators in both print and digital formats, this publication allows educators the opportunity to access the latest educational developments, regardless of where they are located across the country.



## TEACHER OF DISTINCTION AWARD

TFFT prioritizes the recognition and motivation of educators. In 2024, 68 outstanding teachers were honored with the Teacher of Distinction Award, celebrating their exceptional contributions to student learning and leadership within their schools. This recognition not only boosts morale and professional pride but also inspires peers to strive toward higher standards of teaching excellence.



# MODEL CLASSROOMS



Improving learning environments remains a core focus of the program. Through the Model Classroom Project, TFFT renovated preschool classrooms in public primary schools across Arusha District, Arusha City, and Meru District. A total of 215 pupils at Manyata, Nkoanenkoli, Lemanyata, Azimio, and Usa River Primary Schools now benefit from safe, child-friendly, and well-equipped early learning spaces that support their developmental needs.

“*The Teachers Staff Reflection Meetings and Tufundishane have transformed our approach to teaching. Through Communities of Learning, we now collaborate, share best practices, and implement effective strategies that have improved learning outcomes for our students. This initiative has truly elevated the quality of education in our school.*

~ Madame Sabina, Teacher at Makiba Primary School



# 2024 HIGHLIGHTS





# PARTNERSHIP HIGHLIGHTS

Strategic partnerships continue to be a cornerstone of our success. In 2024, we established new collaborations with Somo Africa, Jobortunity, and Nord Anglia Education, while deepening our ongoing partnership with Junior Achievement Africa and the Le Solstice Foundation. These alliances significantly enhanced the quality, impact, and reach of our programs, enabling us to serve more communities effectively.



In 2024, 500 secondary school students from 11 private and government schools in Tanzania participated in an intensive entrepreneurship and business skills training program with The Foundation For Tomorrow and Junior Achievement Africa. This initiative nurtured essential skills such as project management, business acumen, leadership, resilience, and innovation. By equipping students with practical tools and a forward-thinking mindset, the program empowered them to tackle local challenges creatively while fostering a commitment to sustainable solutions.

Tanzania's winning team, OptiGrow, advanced to the global stage in Mauritius and made history by winning first place for Africa, receiving the prestigious Company of the Year Award.



# HEAR FROM OUR JUNIOR ACHIEVEMENT STUDENTS

Before The Foundation For Tomorrow (TFFT) and Junior Achievement (JA) Africa, we were just students with ideas – full of ambition, but uncertain about how to bring our vision to life. We saw the challenges farmers faced – crops failing, livestock suffering, and financial struggles – but lacked the knowledge, skills, and resources to develop a meaningful solution. Then came TFFT with the JA Company Program, implemented in collaboration with JA Africa, and everything changed. We did not just learn about business – we lived it. We formed a company, developed a product, raised capital, and marketed it like real entrepreneurs. That is how Bloom Tech was founded, led by three determined students from Arusha Science School: Baraka Abisai Kileo – Chief Executive Officer (CEO), Yvonne Yuvenali Lyaruu – Marketing & Public Relations Lead, and Angel Alpha Mtakuwa – Head of Human Resource Department.

Through JA Africa and TFFT, we did not just gain knowledge – we gained confidence, business acumen, and a vision for the future. What started as a classroom project became a real-world business making a tangible impact in agriculture.

We entered the JA Company Program as students with an idea. We emerged as entrepreneurs, innovators, and problem-solvers, ready to shape the future. OptiGrow is not just a product – it's a testament to the power of innovation, determination, and youth-led entrepreneurship. And this is just the beginning!



Sincerely,  
The OptiGrow Team Members

*Yvonne Yuvenali Lyaruu – Marketing & Public Relations Lead*

*Baraka Abisai Kileo – Chief Executive Officer (CEO)*

*Angel Alpha Mtakuwa – Head of Human Resource Department*

# THE 2024 S.O.S. GALA

The record-breaking success of the 18th Annual S.O.S. Gala is a testament to the unwavering dedication of the TFFT community and its belief in the power of education to combat vulnerability. These generous contributions play a vital role in advancing our mission and ensure that TFFT scholars can thrive both mentally and physically, and that educators are equipped with the tools they need to create meaningful, lasting impact in the classroom.

Thank you for your incredible gifts of time, passion, commitment, and generosity. Education is power, and your support continues to be a powerful force driving change and opportunity for those we serve.



## \$372,675 RAISED





# TEAM TFFT





# GOING THE DISTANCE

Team TFFT channels the energy of sport to ignite change through The Foundation For Tomorrow's work. United in support of TFFT, athletes raise funds that ensure a lasting, measurable, and positive impact on the educational opportunities of young people of Tanzania, their trajectory in life, and their contribution to their own communities.

**In 2024, Team TFFT proudly raised a total of \$162,170.**



**The Kilimanjaro  
Half Marathon**

**\$32,160**



**The BMW Berlin  
Marathon**

**\$33,200**



**The Bank of America  
Chicago Marathon**

**\$27,940**



**The TCS New York  
City Marathon**

**\$68,870**



# HEAR FROM OUR ATHLETES



“[The Chicago Marathon] is more than just a personal challenge for me - it’s an opportunity to make a meaningful impact. By joining TFFT’s team for this race, I feel more motivated by a deeper purpose. As a teacher, I understand how important education is and the impact of supporting everyone’s right to learn and grow. I also believe in making a real difference, which is why I’m so inspired by the work TFFT does.”

~ *Sofia Gilabert, Bank of America Chicago Marathon Runner*



“Kilimanjaro is NOT an easy one for your first ever race! But it’s exceptionally fun and joyous too. Thank you again friends for all the support!! We surpassed our goal and raised so much money for TFFT.”

~ *Beth Watson, Kilimanjaro Half Marathon Runner*



“This incredible organization has such a profound impact in communities that need it the most through the limitless power of education. I’m so psyched to be a part of something that puts so much good into the world. I truly am filled with immense gratitude to have the opportunity to run in the MOST famous marathon in the world!”

~ *Joe Kern, TCS New York Marathon Runner*

# IN GRATITUDE

Thank you to our global community of supporters for helping to fuel our vision.

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Thank you to our global community of supporters for helping to fuel our vision.

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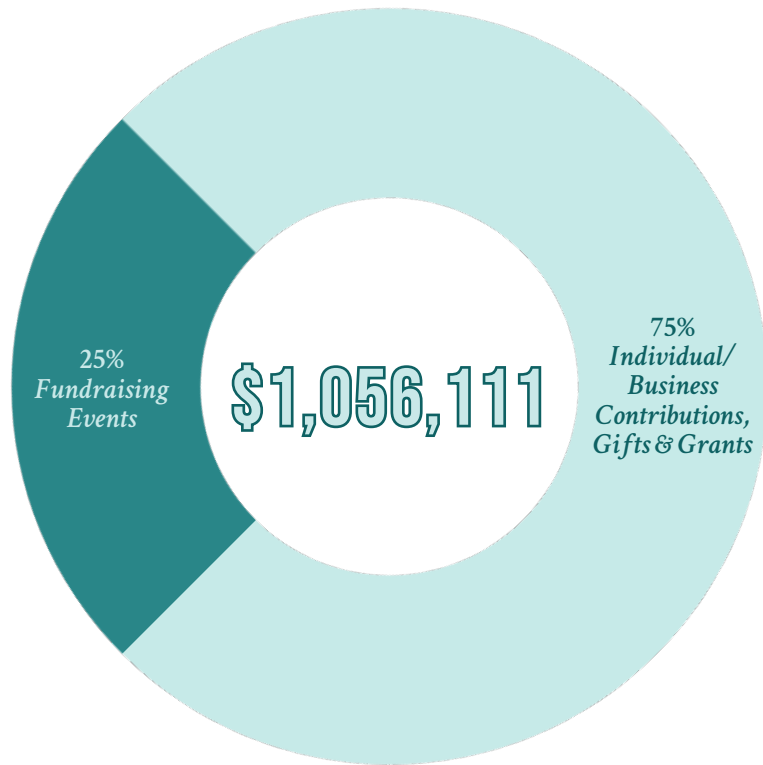
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Dara Metcalf  
Emily & Tyler Mode  
Susan Montgomery  
Nikki & North Moore  
Barbara & Van Muller  
Tim Muller  
Benjamin Murphy  
Jessica Nakrayko

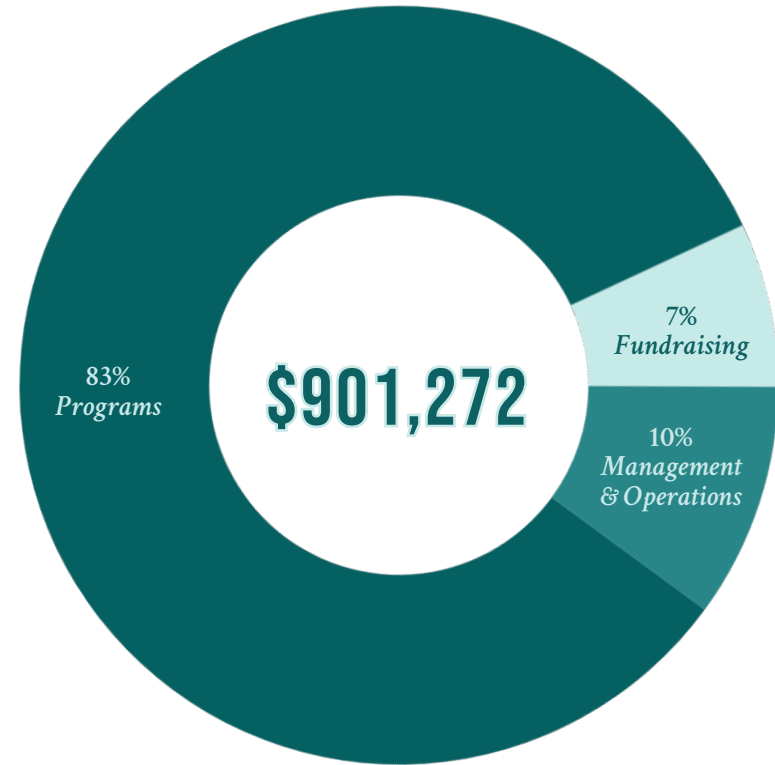
Peter & Nathalie Naylor  
Tom Niland  
Brittany Clark & Paul  
O'Donnell  
Claire O'Neil  
Fr. Francis O'Rourke  
Mark W. & Susan Parker  
Mike Pattison  
William and Angie Patton  
Alvin and Aidee Pearman  
Blair Primis  
Beth & Andrew Quartapella  
Diarmuid Quinn  
Colin Redington  
Anne Rhett  
Michael & Ellen Ringenberg  
George Roberts  
Jimmy & Jennifer Roberts  
Christopher Root  
Rita Roure  
Kigenda Salim  
Samantha Schoen  
Courtney Schrum  
Mr. Jan L Schultz  
Rudolf & Margaret Seitz  
Chaye Zuckerman Shapot  
Karen & Bob Siegel  
Tricia & George Sistrunk  
Parker & Stephen Shuford  
Gill Roberts & Alex Slater  
Doug & Kim Sleeper  
Ali Smith  
Carie Smith  
Jean & Aaron Smith  
Paul & Melinda Suddes  
John Sullivan  
Netty Tsai  
Steven & Melanee Usdin  
Annie Warlick  
Katie Watson  
Staci Wedt  
Gretchen & Michael  
Wooldridge  
Robert Yetter  
Margaret & Mike Young  
Mary & Thomas Zulauf

# FINANCIALS

## Total Revenue



## Total Expenses







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