



TANZANIA WOMEN  
ARCHITECTS *for* HUMANITY

# ANNUAL REPORT 2025



“ Women are Builders”

In 2025, Tanzania Women Architects *for* Humanity (TAWAH) continued to advance its mission of building stronger, more equitable communities through inclusive, sustainable and women-led construction. Drawing on fifteen years of experience, TAWAH expanded opportunities for women and youth in the construction sector, enhanced housing and wellbeing for vulnerable populations and strengthened partnerships with communities, institutions and stakeholders across Tanzania.

This Activity Report highlights key achievements from January to December 2025, reflecting progress toward the goals of the 2020–2025 Strategic Plan. Throughout the year, TAWAH maintained a strong focus on empowering women, promoting culturally grounded and environmentally sustainable building practices, fostering skills and livelihoods that contribute to resilient and thriving communities.



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# OUR SHARED PURPOSE

Tanzania Women Architects for Humanity's main objective is to alleviate poverty and empower marginalized groups through the use of innovative techniques to improve living condition and build capacity for income generation among marginalized groups in Tanzania.



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# CHANGE TAKING ROOT

“TAWAH serves to address poverty-driven challenges, including unsafe housing, marginalized and vulnerable communities, gender inequality, and environmental injustice. Through the empowerment of women with construction skills, the innovative use of locally sourced materials and appropriate technologies, TAWAH works to improve living conditions while building capacity for sustainable income generation”



- Demand exists for trained women in construction

- Policy environment allows adoption of low-carbon methods

- Cultural norms can shift with sustained engagement



Victoria Marwa Heilman

Co- Founder & Executive Director  
Tanzania Women Architects for Humanity

## LETTER FROM OUR EXECUTIVE DIRECTOR

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Dear Friends,

On behalf of Tanzania Women Architects for Humanity (TAWAH), I would like to express our deepest appreciation for your continued support throughout 2025. Your generosity, encouragement, and belief in our mission have contributed greatly to the success and impact of our projects.

Through your valuable support, we have been recognized as the 2025 Gold Winner of the World Habitat Awards, in partnership with UN-Habitat. We have trained women builders across different regions of Tanzania, advanced the development of our Vocational Training Centre, created employment opportunities for women in construction, expanded our global reach through mentoring and construction programs, participated in community construction initiatives, and strengthened partnerships with institutions and organizations, all united by the shared purpose of serving and empowering communities.

One of the major milestones made possible through strong stakeholder engagement was the formulation of our **2026–2030 Strategic Plan**, setting a clear path toward sustainable growth and reaching more communities through our work.

As we turn a new page and reflect on **15 years of TAWAH shaping dreams and breaking barriers**, we are encouraged by the knowledge that we are not alone, and that many more lives will continue to be positively impacted through this shared journey.

Thank you once again for your invaluable support.

*Victoria M. Heilman*

# THE NOBEL YEAR

In 2025, TAWAH reached a major milestone with the success of the Women's knowledge hub in Mhaga village, being named the **GOLD AWARD WINNER** of the World Habitat Awards, organized by World Habitat awards in partnership with UN-Habitat. Announced on January 9, 2025, this prestigious recognition reflects our commitment to building decent, affordable homes for the elderly while promoting sustainable construction practices.



“Entries of this year’s awards were received from 55 countries and nine finalists were selected. Introducing Tanzania Women Architects for Humanity for Mhaga homes for elderly Tanzania. **Promoting gender equity, social inclusion, poverty reduction and low carbon construction in rural Tanzania...**”

David Ireland, Chief Executive of World Habitat

# WORLD HABITAT AWARDS GOLD AWARD WINNER

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The official award ceremony took place in June 2025 in London, UK, bringing together more than **150** global housing initiative participants with the theme **“Homelessness and affordability: Sharing what works”**. This recognition expanded our global reach and provided TAWAH with an important platform to display its work.

During the event, our Executive Director participated as a panelist in a breakout workshop, sharing insights on low-cost and sustainable home construction.



“Decent Shelter for All”

**TAWAH VOCATIONAL TRAINING CENTRE FOR WOMEN**  
**Mhaga Village, Kisarawe District**



# TAWAH VTC, 2025 HIGHLIGHTS

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## INFRASTRUCTURE ADVANCEMENT

Significant progress has been made since the beginning of 2025 in TAWAH's journey toward establishing a sustainable vocational training center for women.

- The construction and furnishing of key facilities have been completed, including accommodation blocks, a kitchen and cafeteria, learning classrooms, a multipurpose hall, administrative offices, a painting workshop, and a shop. All these facilities are now fully operational.
- As part of our efforts to obtain VETA accreditation, the construction of the carpentry workshop is currently underway, with approximately 80% of the structural works completed. This facility aims to enable women builder trainees to fully benefit from hands-on carpentry training.
- "From farm to cook." Since July 2025, we have been developing gardening and farming nurseries managed by trainees and staff. These initiatives supply fresh food and vegetables that contribute to daily meals and support the overall sustainability of the training centre.



# ACCESS OF MOBILITY IN TAWAH VTC

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Since the development of the centre, staff, women builders, and visitors faced mobility challenges in accessing the facility. However, since August 2025, we have received funding that has significantly improved mobility.

The support includes:

- **40 bicycles** to enable trainees and staff to easily reach elder home construction sites
- **2 tricycles and 1 motorcycle** for material transportation and efficient movement within Mhaga Village
- **2 vehicles** to support regional travel and outreach activities

These resources have greatly enhanced operational efficiency and construction progress, enabling us to reach more communities in Mhaga and beyond that are in need of our services.



## DEVELOPING A 3-ACRE FARM

In 2025, TAWAH was granted a **3-acre** extension of land adjacent to the VTC by the Mhaga community in recognition of its community service and collective efforts. To support the development of this land, an Agriculture Project was launched to enhance the centre's sustainability.

As part of this initiative, **five** TAWAH staff members received hands-on training in sustainable farming practices at the SJS Organic Farm Center of Excellence in Same, Mwanga Region.

This agriculture project aims to ensure the availability of healthy food for trainees and staff at minimal cost, while also reducing long-term operational expenses.





WOMEN EMPOWERMENT PROGRAM  
“Women are Buidlers”

## “WOMEN ARE BUILDERS”

As part of its women empowerment initiatives, TAWAH expanded its reach and impact by enrolling **two cohorts** of young women builders trainees a year.

- The first cohort, trained from January to June 2025, comprised **24** trainees who participated in construction of **Elderly hub and carpentry workshop** at TAWAH VTC
- The second cohort, trained from August to December 2025, included **20** trainees who built **2 elderly homes** in Mhaga village.

These energetic young women, aged 18–30 years, come from diverse regions across Tanzania, including Kigoma, Mwanza, Arusha, Tabora, Morogoro, Shinyanga, Musoma, Mtwara, Pwani, Kilimajaro and Dar es Salaam, reflecting TAWAH’s strong commitment to inclusive, community-centered development outreach.



# ENHANCING CONSTRUCTION SKILLS ADVANCEMENT

## Technical Construction trainings

TAWAH trainers delivered hands-on training in masonry, painting, electrical installation, and carpentry to women trainees. The program combined theory and practical construction skills, equipping participants with efficient building technology competencies while emphasizing the use of locally sourced materials for affordable and sustainable construction.



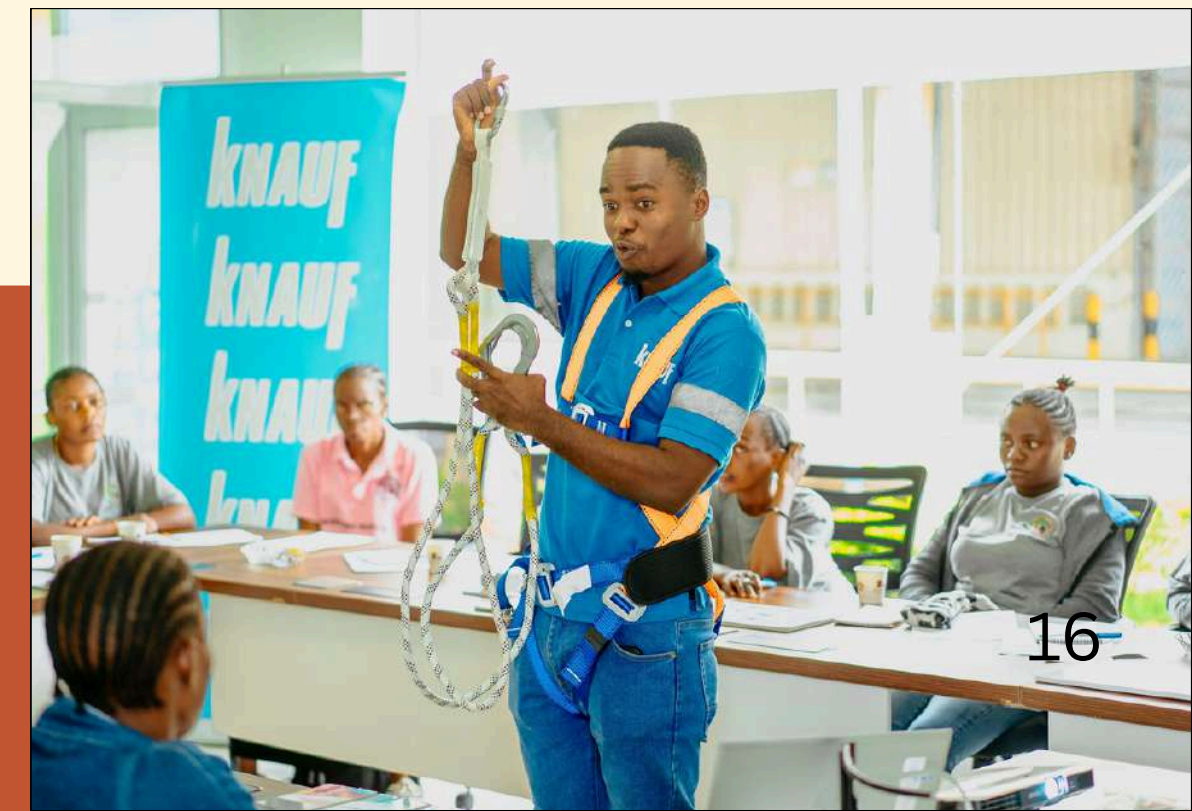
## Construction drawing interpretation

TAWAH members facilitated training sessions for women builders on interpreting architectural and construction drawings. The training focused on understanding construction symbols, signs, measurements, and technical guides, enabling trainees to accurately translate drawings into practical, on-site construction activities.



## Healthy and safety at working place

37 trainees and TAWAH members benefited from a full-day Health and Safety at Work training conducted at the KNAUF Workshop, held at Kisemvule Training Centre in Dar es Salaam. The session equipped participants with essential safety knowledge and practical skills for safe and efficient construction site practices.



# INTO THE CONSTRUCTION FIELD

## “Learn by Doing”

This model is the backbone of our training approach. After completing theoretical studies, trainees transition into hands-on practice by constructing elderly homes in Mhaga Village.



Building a livable shelter that can be replicated on real-world construction sites equips trainees with confidence and enables them to effectively harness and apply their skills.



# BEYOND CONSTRUCTION

## Tanzania Girl Guide leadership program

In pursuit of empowering emerging, resilient women builders, TAWAH expanded its training program through a partnership with the Tanzania Girl Guides Association (TGGA), reaching 20 young women trainees. The program focused on strengthening participants' self-confidence, leadership skills, and awareness of their critical roles in building strong and inclusive communities.



## Financial literacy and entrepreneurship skills

TAWAH partnered with NMB Bank Plc and TAMFI to deliver financial literacy and entrepreneurial skills training. Through these sessions, 44 women builder trainees enhanced their understanding of savings, business formation, and collective economic approaches, enabling them to tap into opportunities within the construction sector and strengthen pathways toward economic self-reliance.



## Property ownership and inheritance rights for Women

In advancing women's rights to land and property ownership, TAWAH collaborated with the TAWLA to deliver an eye-opening session on land rights and inheritance laws. The session empowered women builders with practical knowledge on legal property ownership and highlighted importance of investing in land and long-term asset for economic stability.



# BEYOND CONSTRUCTION

## Environmental Stewardship

TAWAH trainees, staff, members, and volunteers actively participated in environmental conservation initiatives, including tree planting and gardening at TAWAH VTC. In addition, the establishment of farming nurseries (shamba darasa) and improved waste management systems further reinforced the creation of healthy living environments.



## Mentoring for Women Builders

As part of strengthening sisterhood and collaboration within the TAWAH Women Builders Network in Tanzania, a structured mentorship platform was established for women builder trainees and alumni. This platform provides a safe and supportive space for experience sharing, encourage one another toward thriving on construction together.



## “Hadithi Yangu”: Women talks

Women builder trainees had an opportunity to share stories and learn from women in construction, creating a safe and supportive learning environment. In addition, reading and reflection sessions were held, featuring invited authors of the books “Kesho yako ni Uthubutu” by Maida Waziri and “Sote Tunaweza” by Fortunata Temu, which further inspired and motivated the trainees.



# ACCELERATE ACTION

On 8th March 2025 International Women's Day, 50 TAWAH members, staff, trainees and friends came together to 'Accelerate Action' through a joint work activity, laying the foundation of the under-construction carpentry workshop at TAWAH VTC. The event was filled with collaborative learning, inspiring storytelling, and strong motivation among the teams



It's humbling to know that each brick here was laid by women who put their sweat, love, and passion into it. It is my pleasure to be part of this journey and to plant a tree. When I return, I will sit under its shade and share its fruit with another young woman, encouraging her

Dineo Mkwezalamba  
AVF Fellow – TAWAH Friend  
Dzuka Africa Org., Malawi

# WOMEN BUILDERS NETWORKING

## BUILD DAY AT TAWAH VTC

At TAWAH, we embrace continuous learning and hands-on practical training. This was demonstrated during the Build Day on October 14, 2025, where 17 students from Lund University in Sweden, 5 Ardhi University and 20 Kawe Ukwamani Secondary School joined forces for a 35 Women builders, staff and TAWAH members team to a collaborative learning experience.

The participants, specializing in Architecture and Urban Planning, engaged in various activities, working alongside 30 skilled Women Builders and 6 trainers. Together, they learned the craft of interlocking earth brick making, painting works, carpentry works and planted 40 trees. This enriching experience fostered cultural exchange and strengthened the spirit of communal belonging.



## ADVANCEMENT OF VOCATIONAL TRAINING AT VETA

From the 2025 first intake , TAWAH supported **10** trainees to further advance their technical skills at VETA Chang'ombe in Dar es Salaam. Their areas of specialization included carpentry (5 trainees), masonry (3 trainees), and electrical installation (2 trainees).

In addition, **one** woman builder from the 2023 cohort received support to complete a six-month advanced electrical course, significantly strengthening her professional competencies.

Building on these achievements, TAWAH plans to support **20** young women from the August–December 2025 cohort to advance their training at VETA for a three-month period beginning in February 2026, to enhance their employability and technical expertise, contributing to women's economic empowerment.



# ADVANCEMENT INTO THE CONSTRUCTION FIELDS

Among the 44 women builders trained under the 2025 cohorts, a total of **(10+20)** trainees advance their technical skills at VETA Chang'ombe. Of these, 25 women builders (56%) are now earning a living in construction-related work.

These achievements have been driven by the women trainees' strong enthusiasm to develop skills and sustainable livelihoods, alongside access to opportunities facilitated through TAWAH's trainers, partner organizations, contractors, and friends. Women builders are now actively working on construction sites in Dar es Salaam, Bagamoyo, and Mwanza.

TAWAH looks forward to continued growth and the expansion of this impact across Tanzania, with skilled women builders paving the way in the construction sector.



## THE GROWTH WE EMBRACE

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“When I was working as a tailor in Kigoma, I earned about 7,000 TZS per day. Now, as an electrician, I earn between 15,000–20,000 TZS per day. I enjoy what I’m doing, and I plan to go back to school and become a big electrician in the country.”

Chance Athanas: Age 23  
Women Builder, Electrician  
2025 - TAWAH & VETA trainee





CONSTRUCTION OF ELDERLY HOUSING  
Mhaga Village, Kisarawe District

## ELDERLY HOUSING CONSTRUCTION

As part of TAWAH's commitment to securing decent housing for elderly persons, in 2025 we successfully completed three elderly shelters in Mhaga Village, namely:

- Construction of Bi. Maua Betela's house, directly benefiting four households.
- Renovation of Bi. Zaina Chaurembo's house, providing improved living conditions for three additional beneficiaries.
- Construction of an Elderly Hub at the TAWAH Vocational Training Centre (VTC), a dedicated social gathering and physiotherapy space designed to serve senior citizens within and beyond the Mhaga community. The hub can accommodate more than 25 elderly persons at a time, offering a safe, dignified, and supportive environment for their well-being.



## ROOTED IN COMMUNITY

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During my time at TAWAH, I learned the importance of working closely with communities through a holistic approach that addresses challenges at their root causes, with a strong emphasis on sustainability and the integration of end users from the very beginning.

TAWAH's vision of bridging the gender gap in the construction industry particularly stood out to me, as it actively supports women at all levels while addressing their challenges in a responsive and inclusive manner.

I also learned the value of fostering a supportive working environment, where positive relationships and commitment to work contribute to meaningful and long-lasting impact. Above all, I carry with me a deep sense of gratitude and a spirit of knowledge-sharing, which I will definitely pass on throughout my journey.



**Flora Nyachiro Nicodemus**

Graduate Architect  
TAWAH Volunteer 2025-2026



# Official Launch

## WOMEN IN CONSTRUCTION MENTORING PROGRAM



WOMEN IN CONSTRUCTION MENTORING PROGRAM  
2025-2027

# CONNECTING WOMEN IN CONSTRUCTION BEYOND BORDERS

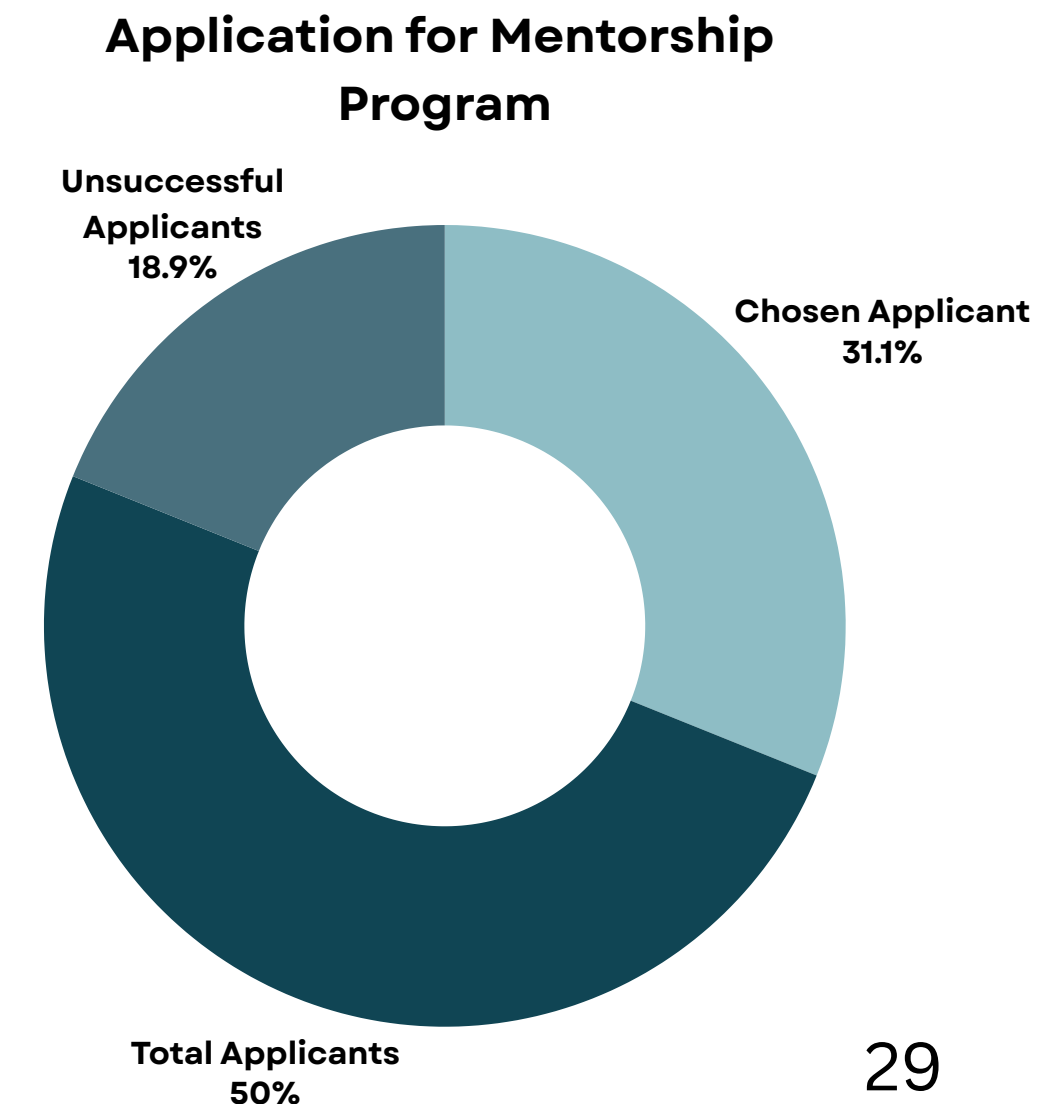
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In October 2025, the third cohort of the Women in Construction (WIC) Mentoring Program was launched, bringing together mentors, mentees, partners in construction and allied institutions in social and finance fields graced by Guest of Honor- Prof. Killian Bernadeta, deputy Vice chancellor UDSM .

The program supports university students and recent graduates through structured mentorship, focusing on professional and social skills development, leadership, career preparedness, and networking to help participants navigate real-world industry environments.

The application process attracted **156** mentee applications and **57** mentor applications. After screenings and shortlisting, **97** mentees all final-year university students and recent graduates from Tanzania and South Africa were enrolled.

Additionally, **53** professional women in construction were confirmed as mentors, from Tanzania, Nigeria, Dubai, Mexico, the USA, Portugal, Germany, Italy, and Switzerland to support the two-year program.



# YOUNG LEADERS MENTORSHIP FOR SECONDARY SCHOOLS

In line with its vision of empowering children and youth, TAWAH, in partnership with Eisenhower Fellows Tanzania, organized a mentorship program for secondary school students aimed at nurturing a generation of responsible, confident, and values-driven future leaders. This initiative builds on a leadership-nurturing program originally introduced through engagement with the global Eisenhower Fellows network.

In 2025, the program enrolled 14 new high school student mentees, guided by 8 Eisenhower Fellows and TAWAH members, who provided mentorship on career awareness, personal development, leadership values, and informed decision-making.

While the long-term impact of youth mentorship takes time to fully materialize, this program lays an important foundation by equipping young people with guidance at a critical stage of their development.



“Igniting young future leaders in Tanzania”

# VOLUNTEERING AND INTERNSHIP PROGRAM

TAWAH's work has been greatly impacted by the involvement of volunteers and interns from diverse fields, which has been a cornerstone of our growth since the organization's inception. We deeply appreciate the dedication and positive impact brought forth by our volunteers and interns.

In 2025, we welcomed three(3) graduate architect volunteers and five(5) Interns. Among them were two architectural students from MUST, one accountant from TIA, and one final-year International Relations and Public Administration student from The Hague University in the Netherlands.

Their enthusiasm to actively participate in various programs across the organization, gaining valuable hands-on experience while supporting ongoing initiatives, has strongly contributed to delivering quality community services.



“Together we are weaving the threads to humanity” 31

## INTO THE FIELD

My internship at TAWAH was a meaningful and empowering experience that challenged me to move beyond theory into practice. Contributing to the organisation's Strategic Plan and working closely with women builders and the Mhaga community deepened my understanding of how policy and planning translate into tangible and practical change.

While my university studies in the Netherlands emphasize theory, structure, and analysis, working in Tanzania showed me how policy and planning must adapt to local conditions, community driven and lived realities, where change happens.

I am sincerely grateful to TAWAH for the mentorship, support, and invaluable learning experience that has shaped my professional and personal growth.



**Angela Scaramuzzo**

Policy and Advocacy Intern, 2025  
BA in International Public Policy and Leadership  
The Hague University

## WATER SANITATION & HYGIENE PROGRAM

TAWAH, in partnership with ITV, Radio One, Kawe Ukwamani Secondary School, Kawe school WASH Club members, launched the construction of a security wall to improve the learning environment for students.

The Build day brought together 150 participants, including representatives from organizations and companies, parents, TAWAH VTC Women builders, partners, and friends, who joined hands to excavate the foundation.

The day went beyond building a protective fence, it symbolized **community unity, empowerment, and lasting impact**. Women builders played a key role in the hands-on building activities, showcasing their skills and leadership. Youth and community members also actively participated, emphasizing the collaborative effort in creating a safer, more secure school environment.



“Mazingira salama, Elimu bora kwa watoto wetu”

# COMMUNITY ENGAGEMENT IN KAWE WALL CONSTRUCTION



## THROUGH THEIR LENS

One of the best choices that I've made for both my career in Architecture and passion to serve my community, was a decision to volunteer with TAWAH.

It gave me an opportunity to work, learn and exposed me on roles that building and construction industry plays on **environmental conservation, poverty reduction and community development.**

It has been a great journey of discovering the building blocks to a successful career, that does not only serve personal growth but also, targets to transform the community positively through knowledge and experience.



**Witness Barnabas**

Graduate Architect  
TAWAH Volunteer 2025-2026

# STORY TELLING AND BEYOND

## African Visionary fellow (AVF) site Visit

In March 2025, TAWAH VTC was graced with a visit from nine (9) African Visionary Fellows from Malawi, Senegal, Congo, Burundi, and Tanzania. During the visit, Women builders, staff, members and AVF fellows backfilled carpentry workshop foundation, made bricks and planted trees. Through this connection, TAWAH formed two partnerships with Dzuka Africa (Malawi) and Kyaro Assistives (Tanzania).



## BBC Podcast

In August 2025, our Executive Director was featured on a BBC podcast hosted by Datshiane Navanayagam and produced by Jane Thurlow. In this episode, Dr. Victoria M. Heilman discussed how TAWAH is simultaneously addressing housing poverty and gender inequality by equipping women with construction skills and building affordable, eco-friendly homes for elderly residents living in unsafe conditions.



## KFW Presentation

As part of its fundraising strategy, the TAWAH team had the opportunity to showcase its work at KFW Dar es Salaam through the "Global Women in Architecture" platform. The event highlighted the work of Tanzanian women mentors, mentees, and builders in construction, alongside other humanitarian organizations from Frankfurt and Namibia.



# 2025 TOP HIGHLIGHTS

## 2025- WORLD HABITAT GOLD AWARD WINNER

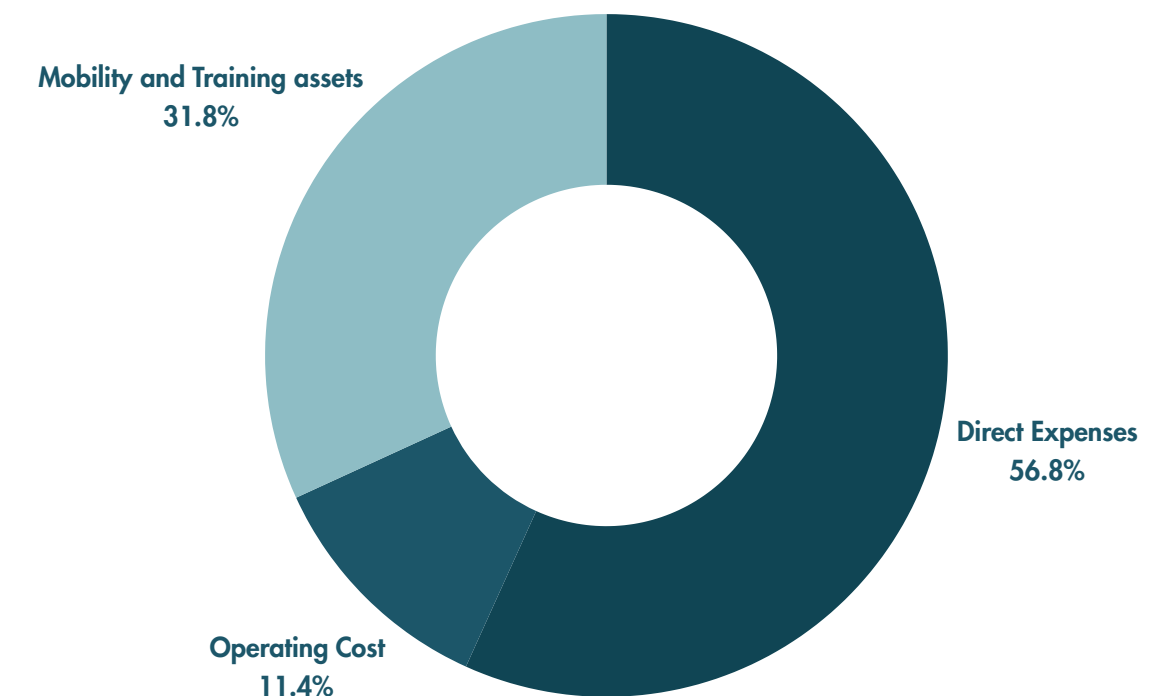
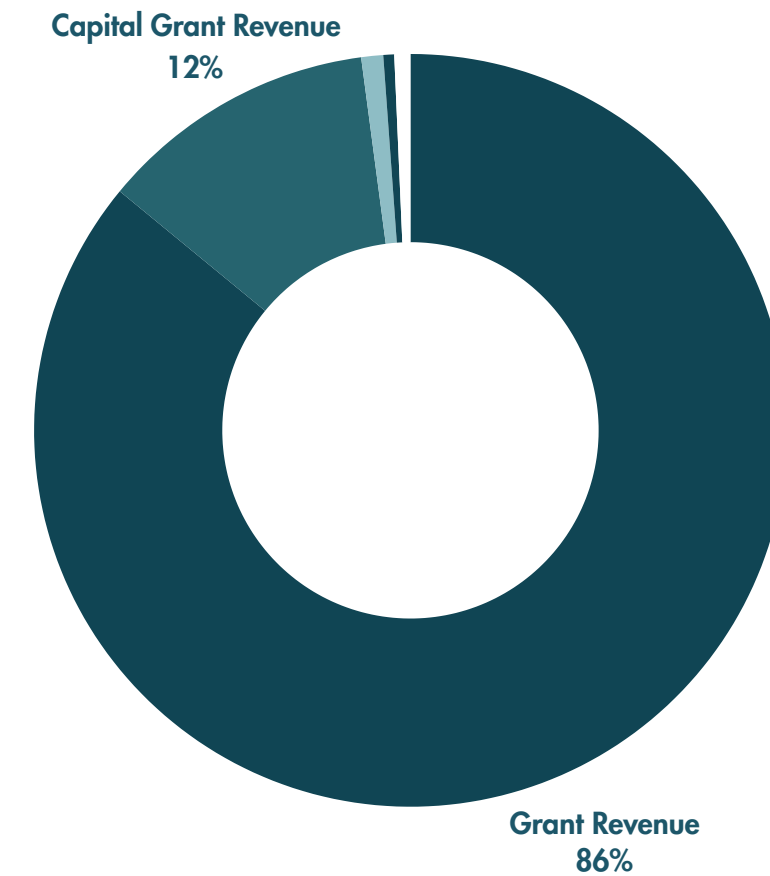
- **Employment Opportunities:** To date, TAWAH has employed 14 staff members who oversee programs and projects, all receiving full employment benefits, including health insurance.
- **Women Builders Training:** Enrolling two cohorts of women builders each year, with all trainings hosted at the TAWAH VTC accommodations. In 2025, 44 women builders benefited from the training program.
- **Addressing mobility challenges** has significantly improved commuting efficiency and the implementation of projects.
- **Segal Connect:** Three global members from the Segal Family Foundation visited TAWAH VTC and held an engaging session with the women builders.
- **Completion of the TAWAH Strategic Plan 2026–2030,** rooted in community engagement. The process actively involved beneficiaries, partners, the Board of Trustees, members, staff, and friends of TAWAH.



# 2025 - FINANCIAL SUMMARY

ANNUAL REVENUE	TZS
Grant Revenue	1,342,071,785
Capital Grant Revenue	186,615,064
Other Donations	14,708,800
Membership Annual Fees	7,250,000
Bank Interest	10,748,875
<b>Total</b>	<b>1,561,394,524</b>

DIRECT EXPENSES	TZS
Direct Expenses	671,300,740
Operating Cost	134,953,475
Mobility and Training assets	376,616,139
<b>Total Expenses</b>	<b>1,182,870,354</b>



# ONWARD - 2026 GOALS

## GOAL 01

### INCREASE WOMEN PARTICIPATION IN CONSTRUCTION

- TAWAH VTC accreditation
- Improve facilities for sustainability that includes completion construction of Fence wall, expand staff & trainees accommodation, outdoor toilet block install electricity, wi-fi and add 200,000lit rain water storage facilities
- Full furnish Carpentry and painting workshops with modern machinery
- Improve social services for women builders (sports, medical, counselling, wellbeing)
- Strengthen WIC mentoring programs for the 2025-2027 cohort

## GOAL 02

### ADVANCE SUSTAINABLE CONSTRUCTION TECHNIQUES

- Participate in forums on SDGs and involve in partnership projects
- Invest on Low Carbon credit trainings
- Establish partnership with construction material suppliers and SDGs experts
- Participate in research and studies on sustainable and ecofriendly constructions.

# ONWARD - 2026 GOALS

## GOAL 03

### BUILD A RESILIENT TAWAH

- Obtain charitable registration number
- Use digital project management tools
- Employ TAWAH VTC Administrator, Matron and fundraising and strategy expert
- New staff trainings and KPIs established

## GOAL 04

### INCREASE ADVOCACY AND VISIBILITY

- Improvement of TAWAH digital platforms
- Improve baseline research and conduct beneficiary analysis
- Include former TAWAH connections in a database
- Community engagement and feedback involving end-users in decision making and design evaluations
- Story telling for 15years TAWAH milestone

## BOARD MEMBERS

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Angela Howard

Atugonza Sarah Majula

Fortunata Songora Makene

Hannah Sloan Wood

Humphrey Kalanje

Kimberly Dewit

Sabasaba Kitewita Moshingi

Winnie Terry

### To Our Esteemed Board of Directors

The year 2025 has been a remarkable breakthrough for TAWAH, made possible by the immense support of our Board of Directors. Your inclusive guidance in program planning and execution has greatly contributed to the meaningful impact we have achieved.

Your generosity, wisdom, and expertise continue to guide and strengthen our mission to uplift humanity and affirm the dignity and worth of every person we serve.

We are deeply grateful for the time, commitment, and dedication each of you brings to our shared vision. Your belief in the importance of our work and in the lives of those we serve creates a real and lasting impact. Because of you, TAWAH is better equipped to build a more just, compassionate, and hopeful world.

Asante sana!

# PARTNERSHIP

The advancement of TAWAH's work in 2025 was made possible through strong partnerships with our sponsors and collaborating organizations, who actively participated across our respective programs.

We are deeply grateful for all that we have achieved together and look forward to elevating our impact further tackling opportunities that uplift our communities and transform lives.

Asante sana!



Thank you for Championing Change!



**“ Decent Shelter for All ”**

[www.tawahtanzania.or.tz](http://www.tawahtanzania.or.tz)