



Monitoring Report:
January - June 2011



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Introduction

In this biannual report Mkombozi looks back on achievements, challenges and lessons learned from the period of January - June 2011. The report was primarily discussed and written during the organisation's biannual planning, monitoring and evaluation week in June by the different departmental groups. The creation of the report is therefore a part of Mkombozi's internal learning process. At the same time, the aim of writing the report is to share the organisation's work, successes and lessons learned with its donors, partners, fellow practitioners, stakeholders and well-wishers. It is hoped that everyone will find something that is meaningful to them in it.

In January 2011, Mkombozi began implementing a new strategic plan for 2011-2015 and has therefore been in a time of significant transition during the last six months. This necessitated amongst other things, for all departments and groups to spend a substantial amount of time on aligning functional action plans and interventions with the overall strategic plan. Together with the strategic plan, a new performance measurement framework is being developed, so that it will be possible to track the specific changes that the organisation is contributing to. This will lead to some changes in Mkombozi's monitoring and evaluation systems, and hence also in how reports such as the monthly briefs and monitoring reports are written. For those who are seasoned readers of Mkombozi's monitoring reports, you will find a new structure and outline based on our new strategic plan within this report. As per usual, the report is broken down by our strategic objectives but we have now added a section entitled "Crosscutting Activities" which summarizes our work in departments that indirectly help to meet our objectives, such as communications, fundraising and human resources. Additionally, by focusing our reporting on programmes directly relating to our objectives we have been able to condense our report considerably and hope it is now more accessible to a wider audience.

Thus far, Mkombozi has been managing this transitional period well and continues to reach the majority of its biannual targets. For instance, 39 children and young people were reunified with their families; 327 youth accessed different health services; 92 youth took part in livelihood activities; 27 new children were taken into the transition home, 14 of whom were then reunified and 37 families of children in Mkombozi's services were identified for economic empowerment with the aim of supporting reunification processes. In total, Mkombozi worked directly with 799 children and young people (80 girls & 719 boys) from January to June 2011.

Through Mkombozi's extensive community engagement work, thousands of other children were reached including the students of the 80 teachers who were trained in the inquiry based model and child protection. Additionally, Mkombozi's community engagement worked closely with statutory bodies to create mechanisms for child protection including training 306 members of these statutory bodies in child protection and how to implement child protection systems in their communities.

Mkombozi has also faced some challenges in these past six months, as outlined in this report. Primarily, Mkombozi has continued to face challenges in this transitional period but the organization has continued to learn through this process. More older youth have been empowered and out-flowed while simultaneously the number of young children we work with has increased. Mkombozi remains committed to our new strategic plan and confident that the organization will grow through this transition period to make an even greater impact.

Strategic objective 1: Children in direct services access transitional housing, health services and psychosocial support

Achievements	6 monthly target
68 children access shelter at transition home	55
19 children access transitional housing (i.e. group housing)	15
327 children access health services	150
496 children contacted on the streets	150
323 children access one-on-one meetings, case management meetings, support groups and external counselling	85
218 children participate in sports and play activities	100
8 children are paired with mentors	10

Mkombozi has made significant strides in meeting objective one in these first six months of its new strategic plan, meeting almost all of its biannual targets. Through each of the following sections, the achievements and challenges in working towards this objective will be discussed in terms of our transition home, street work, health services and psychosocial support.

Transition Home

Over the past six months, 68 children and young people stayed at the transition home; 99 children and young people received food at the transition home, and a total of 15,682 meals were provided. The monthly number of children staying at the transition home varied between 34 and 48 with a total of 5,089 bed nights. Many of these were new intakes, 27 new young boys from the streets of Moshi and Arusha were taken into the transition home. Of those 27, 14 were reunified with family members during the same period, eight are still at the transition home, three were referred to longer-term residential care and two dropped out. At present, only 18 boys who have lived long-term (more than 2.5 years) at the now transition home remain there. While all 18 of these boys remain in school (9 are in secondary and 9 in primary), all of these have plans in place for their outflow. This is a very good sign that we are starting to operate more like a transition home than residential centre.

Additionally, 10 boys, nine of whom are above 18 years old, who have lived long-term at the previous residential centre, moved out. All were reintegrated with family members, but through different processes; two moved to a family member, four moved to a form of group housing while the remaining four moved to independent living. In both the latter cases, family members have taken responsibility for following up the youth in their new housing, while Mkombozi is still supporting them with educational costs. In all other transitional and group housing, 19 youth (11 boys and 8 girls), have lived in group and transitional housing during these past six months. Seven of these youth moved into transitional housing during this reporting period and another seven moved out from transitional housing into independent living through the micro-franchise project. In the past six months, 67 follow-ups to youth living in group and transitional housing have been conducted in order to make sure they are continuing to make progress towards increased independence.

During an evaluation meeting held with youth who are or have been living in group and transitional housing, the youth shared that this experience of independent living had helped develop their ability to live peacefully and independently in the community. However, it was also clear from their feedback that there is a need to review the monthly allowance the youth are provided with as the youth feel that the amount they are given at present is not sufficient to cater for their basic needs. Mkombozi is considering an increase in monthly allowance but also plans to strengthen education in financial and budgeting skills for these youth.

Through more thorough supervision and utilization of children's committee meetings, a significant improvement in personal and general cleanliness for boys at the transition home, as well as boys living in halfway housing, has been seen. Also, there has been an improvement in the quality of food provided at our transition home and the boys are also participating more in food preparation. Thus we have learned that when children are empowered they can be active and participate well in the activities affecting their lives (preparing food, cleaning etc). Additionally, at the transition home we renovated our dining room and kitchen floors; and installed a solar system as appropriate power back up. However, maintaining electrical appliances and plumbing systems at our transition home is becoming a big challenge. Additionally, we had a high number of unexpected guests (such as children from the community and visitors), which interfered with the transition home's food budget.

Street Work

Mkombozi has intentionally intensified its presence on the streets in Moshi and Arusha in order to increase the number of children we reach. These efforts proved to be effective as 496 children and young people were made contact with on the streets (474 boys and 22 girls) over the past six months. A total of 3,330 contacts were made, 3,264 with boys and 66 with girls. Night street work was conducted 24 times; 19 in Arusha and four in Moshi, and a total of 76 children and young people were met during night street work. Night street work in Moshi wasn't able to start until May due to street workers' prioritization of working with older youth on the street to find outflow options during Mkombozi's transition to working with younger clientele. This explains the lower instances of night street work in Moshi. We have found that night street work helps reach more children because it allows for quality time for street workers to chat with children when children aren't as busy as they are during the day hours. Additionally, through day and night street work we have discovered that there is a population of street-involved children that we don't reach through our traditional street work because they are involved in child labour such as hard labour (i.e. carrying heavy luggage/supplies). The street team will discuss ways to reach these children in the future.

On the Moshi streets, new street informants have been identified as well as an area where many children spend time listening to music and watching videos. This has made the process of contacting and building trust with these children easier and has also increased our accessibility to younger children. Also on the Moshi streets, a meeting was held with older boys from the Moshi streets, with the aim of discussing and clarifying what Mkombozi's new strategic plan means for them and why Mkombozi has decided to focus its work on children up to the age of 18. A better understanding of these issues was reached. A participatory evaluation meeting was also held to reflect on Mkombozi's work together with the children and young people that resulted in increased trust to street workers.

On the Arusha streets, there is also the idea to introduce a new location, preferably in the Ngarenaro ward, which will be chosen in the next few months. This is also with the aim of reaching more children and also younger children. Some boys from the streets of Arusha disclosed that they were sexually abused by male adults while on the streets. In response, Mkombozi staff facilitated a meeting with Social Welfare Officers, Community Police, and representatives from the District Commissioner's Office and World Education. The meeting resulted in a 2-day training for children about where and how to report abuse, and also training for police officers in being more child friendly and increasing their awareness about street-involved children.

In both Moshi and Arusha, there have been some challenges around the new and young children at the transition home and on the streets being bullied. This is always a possibility when there are new children coming directly from the streets to transitional home, or new children attending mobile school and other street work activities. Also on the streets, especially during night time, older youth are known to force the younger boys to buy glue from them. However, in Arusha Mkombozi street workers, in collaboration with the Community Police, have been strongly focusing on preventing bullying from happening as well as trying to curb the supply of glue. Therefore, fewer cases have now been reported. In Moshi, through case management meetings, social workers at the transition home have come up with plans to address bullying. For example, social workers have led group conversations about bullying during mealtimes as well as during one-on-one meetings.

Collaborating with other service providers doing street work continues to be a challenge. For example, 18 Mkombozi clients were taken from the streets to live in a new group house run by an individual

sponsor. This interrupted social workers' plans for those youth and made follow-ups difficult. Mkombozi staff members have made efforts to contact and cooperate with this sponsor to follow-up on the youth and will continue to do so. It is important that Mkombozi continue to work on new ways to coordinate and cooperate with other service providers in order to better serve children. Lastly, a research intern from Street Invest in the UK worked with street workers to develop a tool with the aim of looking into the effect of the relationship between street worker and child, on the child's well-being. Previously, Street Invest facilitated a training with your street teams last year to strengthen our street work.

Health Services

Over the past six months, 327 children and young people received health services (basic medical care, hospital referrals, health education); 289 boys and 38 girls. Additionally, 279 hospital referrals were made for 171 children and young people. Basic medical care was provided 504 times to 179 children and young people. At the transition home, 33 children had their BMI recorded and analyzed. While the majority of the boys were found to have a healthy BMI, eight children were underweight due to malnutrition. These eight children had very recently arrived to the transition home and therefore we hope their BMI will improve naturally due to the healthy diet provided to them at the home. We also managed to obtain fee exemption from Rau Dispensary for our boys residing at the transition home; this will make medical care and treatment more accessible and cost effective.

Our 2010 census showed that there is a small number of girls living or working on the street. However, it also showed that of those street-involved girls we are not reaching the majority of them. Therefore, steps have been taken to have a specific focus on reaching more girls on the streets, although it is more challenging to reach girls. We have found that the provision of health services is a good way of building trust and relationships with girls. Therefore, a health education session particularly targeting girls and with the topic family planning was held on the streets of Moshi.

On the Arusha streets, 16 boys, between the ages of 12-14, were assisted to become circumcised. This was as a result of the children asking for this; they or their families did not have the economic means for doing it themselves. Due to societal and cultural factors, circumcision helped build self-esteem and confidence for these boys. Agreements were made with family members regarding their role in following up the children during the recovery period after circumcision in order to empower them to help take responsibility. Some of the children stayed with their families in this phase, while others who could not stay with their families (either because of distance or hygienic reasons) stayed with community members.

In March the Mkombozi nurse, in partnership with social workers and community engagement facilitators, worked on a particularly difficult case. A young girl with mental challenges who had previously been in Mkombozi's services for a long time was exposed to serious physical and sexual abuse. She had been reunified and reintegrated into her community after extensive preparation work, services and family meetings in 2010. After Mkombozi found out about the abuse, a social worker facilitated her admittance to a psychiatric ward. None of her family members or local community members took responsibility for following her up, which again necessitated close follow up from Mkombozi. This included follow-ups to the child herself and also follow-ups with community members by community engagement facilitators. This raises a need to educate local communities and leaders further, and to follow them up more closely - so as to ensure that they really take the responsibility of protecting vulnerable members of their community. On the other hand the above-mentioned case also created a necessary discussion on where to draw the line regarding what Mkombozi can provide and how long follow-ups should be made after a child or youth has been out flowed from Mkombozi's services.

Psychosocial support (including self- actualization activities)

It has been experienced that the regular provision of one-on-one psychosocial support is crucial for encouraging positive problem solving skills, self-reliance and for exploring reunification opportunities. Over the past six months, 1,081 one-on-one meetings between social and street workers and 323 children and young people (287 boys and 36 girls) have taken place; 265 of these meetings took place on the streets with 126 different children and young people. Additionally, 186 case management meetings took place between social and street workers and 75 children and young people and 6 case analysis meetings were held in Moshi and Arusha.

Discussions were held on referrals of children in need of specialized psychiatric counselling, and some potential partners were identified (i.e. the Gabriella Centre). In addition to those discussions, an external clinical psychologist has been part of the psychosocial team and has provided support during case analysis meetings, which are aimed at sharing and getting input regarding challenging cases of children. Additionally, social workers and street workers participated and completed training in peer support group facilitation. After that training, street workers have facilitated two peer support groups (1 in Moshi, 1 in Arusha) with children and young people on the streets on different topics ranging from culture, historical events and personal life experiences. It was experienced that this was a good way of engaging the children and young people. The plan is to start facilitating two more peer support groups at the transition home starting at the end of June.

The recruitment of new mentors was done and turned out to be very successful as we got a big number of mentors who applied to join the program in 2011; most of these were from Moshi University and Co-operative College. Two trainings were facilitated with 30 mentors in the first round and 48 mentors in the second. Some of the remand home children in Moshi also benefited from the mentoring program so far this year. Additionally, eight boys from the transition home were paired with mentors in May. Social workers and community engagement facilitators will follow up these mentoring relationships in order to take note of positive changes seen in children as a result of this intervention.

It has continued to be proven that sports, games, music and creative arts activities are positive for the development of children's talents, self-esteem, teamwork spirit and sense of competence, as well as being a powerfully therapeutic tool for children with difficulties. Participation in these activities and development of individual talents has also been encouraged and many children have become notably more confident through these activities. In particular, in partnership with some outside organizations, Mkombozi has hosted and facilitated a number of special events in this last reporting period including a workshop for Human Rights Facilitators, a youth festival organised by the Don Bosco Brothers, rugby and soccer tournaments organized by the International School of Moshi, the International Kilimanjaro Marathon, International Day for Street Children and the Day of the African Child. This showed that when children engage in play activities and creative art it helps them to express their feelings about matters affecting them and their society.

In total, 229 children and young people (227 boys and 2 girls) participated in Mkombozi's sports, play and creative arts programmes. Over six days in June 57 children and young people from the streets of Moshi (9), the community surrounding the transition home (26) and Mkombozi's transition home (22) participated in a creative workshop. Of those participants from the surrounding community, most are in Mkombozi's direct services but live with their families, in group housing or independently. Two of the older girls who participated in a similar workshop last year volunteered and participated as teachers in this year's workshop. Also, children at the transition home participated in cooking and film clubs, drama and drumming activities, and the monthly 'Evening of the Artist' event.

The boys at the transition home showed their consistent commitment and talent to sports as six boys participated in Umitashumita, a nationwide competition of primary schools in different areas including sports. Two of these boys were chosen to represent their schools at a regional level, one in football and one in shot put, which is a considerable achievement. Overall, 218 children (216 boys and 2 girls) participated in sports activities. Seventy-four sports sessions took place on the streets in which 174 children and young people participated and there were a total of 743 instances of participation. At the transition home, 45 children (44 boys and 1 girl) took part in sports activities held at the transition home.

Strategic objective 2: Children access basic and/or complimentary education

Achievements	6 monthly target
26 children at the transition home participated in NFE	30
256 children on the streets participated in NFE	100
95 children in direct services attend formal school	50
92 children gained skills for economic self-reliance	70
1 primary school of children was trained in child rights and responsibilities	1
80 teachers were training in child protection and IBM	40

Mkombozi has made significant strides in meeting objective two in these first six months of its new strategic plan, meeting almost all of its biannual targets. Through each of the following sections, the achievements and challenges in working towards this objective will be discussed in terms of non-formal education; formal education; complementary education and child rights education.

Non-Formal Education (NFE)

Mkombozi delivers non-formal education services through three interventions: the MEMKWA centre at our transition home, NFE classes through the mobile unit on the streets of Moshi and the mobile school on the streets of Arusha. In Moshi, Mkombozi's residential centre became a transition home where new children stay for a shorter period of time. Together with the fact that the children arrive at the home at different times and have varied academic capacity when arriving, preparing them for formal school is more challenging than before and therefore has created some challenges for our MEMKWA centre at the transition home.

In January, all seven children who had been attending MEMKWA classes at the transition home in 2010 were mainstreamed to formal primary education after passing well in their entry tests to the formal schooling system. One of these children was previously a school drop out. Six out of these seven children were living with their families in the community.

In the past six months, 26 children (25 boys and 1 girl) participated in NFE classes at the transition home. The great majority of these were living at the transition home. However, the number of children attending each month varied between 9 and 15 due to the shorter period many of them spent at the transition home before being reunified or recommended to other services. In addition to the normal curriculum, 12 of the children enrolled in the transition home's MEMKWA centre participated in extra-curricular activities with an environmental focus such as tree planting and watering the tree outside the transitional home. These activities in collaboration with partnering themes in classroom lessons enabled them to acquire skills and knowledge in environmental conservation and management.

Over this reporting period the challenges the MEMKWA centre faced in providing NFE at the transition home have resulted in some learnings. In previous years Mkombozi was allowed to directly mainstream its MEMKWA students to the formal education system based on which class levels MEMKWA teachers recommended for each individual child. However, this year, Kilimanjaro educational authorities have ordered Mkombozi to prepare the students for either standard four or seven national exams. Due to this change and the fact that Mkombozi has shortened the duration for children to stay in its transition home, Mkombozi has realized the importance of enrolling vulnerable children from the surrounding community who will be able to attend regularly over longer periods of time and therefore be prepared for standard four or seven national exams in addition to those children living at the transition home. Additionally, the MEMKWA teachers learnt that it is very important to incorporate into its curriculum topics that will impart into students' learning life skills and psychosocial support aspects. The major focus being to enable students to get skills that will help them manage their daily lives, while also helping prepare them for being mainstreamed into formal schooling.

On the streets, a total of 71 NFE sessions were delivered, 45 in Arusha and 26 in Moshi; 256 children and young people (253 boys and 3 girls) attended NFE on the streets of Moshi and Arusha. This transition period to a strategic plan where we will no longer work with youth over 18 years old has resulted in particular challenges to street work where many of our previous clients are above 18 years old. However, the street teams in Moshi and Arusha have made significant progress in managing these challenges and continuing to provide NFE services to children on the streets.

Mkombozi successfully identified and tried out new locations for street work, two in Arusha and one in Moshi, in order to deliver mobile school sessions with the aim of meeting younger children. Eventually street workers changed their schedules and started going out to the streets three times per week in each town to offer NFE sessions. These efforts seem to have been very effective as an increased number of younger children started to come to the mobile school in Arusha, and several of them expressed their wish to go back to school being influenced by the fact that some of their friends managed to do so with Mkombozi's help. However, some of the younger boys were reluctant to continue attending the mobile school sessions in order to avoid bullying from some of the older boys. A plan was made to find a new location for the mobile school which could be more convenient for the younger boys as well as to design lessons that are more attractive to younger children.

The mobile school and mobile unit were very useful tools to bring solidarity amongst children on the streets of Arusha and Moshi respectively. Together with the good cooperation of street informants, it was easier for street workers to quickly identify newcomers, children who were sick, and those children who were shifting from place to place. The mobile school facilitated lessons on non-violent conflict resolution as well as well as its regular curriculum. However, it is also recommended that NFE sessions should also facilitate lessons on complementary education and life skills.

Formal Education

In formal education, Mkombozi supported 95 children and young people (83 boys and 8 girls) who were studying in primary, secondary and tertiary schools and colleges in the Kilimanjaro and Arusha regions. Of these 95 children and young people, 45 were in primary school, 48 were in secondary school and two were attending tertiary education. After having been reunified with their families directly from the streets, two children met on the streets of Moshi were able to resume their formal education with the help of Mkombozi. While the majority of the children and youths received some kind of economic support to enable them to access formal education, in some cases the support provided was through school follow-ups and linking children who have dropped out back to schools.

Most of the students in Mkombozi's services studying in primary and secondary schools attended well and were well prepared to sit for their first term of exams in May. However, there were some cases of truancy reported amongst these children and young people which were swiftly mediated by Mkombozi social workers. Primarily social workers tried to explore the underlying reasons for these children and young people's truancy and also involved family members in meetings to discuss these cases.

In the past six months Mkombozi has seen many successes through its formal education initiatives. All nine of the children who sat for national standard seven exams in 2010 passed their exams and were selected for government secondary schools. Thus far, all of those children are doing well in their new schools. A boy who was living at the transition home and who passed his final primary school national exam was selected to attend Rau Secondary School however Mkombozi was able to facilitate a successful transfer for him to attend Malisita Secondary School in order for him to be successfully reunified. Additionally, one boy who has been in Mkombozi's care for many years passed his final national form four exams in 2010 with a high mark in division one. He was then selected to attend form five at Tanga Technical Government School in April 2011. One follow-up has been made to see how he was progressing in his new school and Mkombozi will continue to follow-up with him in partnership with his family.

Mkombozi continued to dedicate time to following-up on children's educational progress. A total of 335 school follow-ups were done for 80 children and young people in the past six months. Additionally, 27 school case meetings were held for 19 children and young people. These follow-ups help to monitor children's attendance, encourage them to improve their academic performance and to mediate any conflicts with school officials or address any behaviour changes in children. Case meetings conducted in

schools are especially useful in building good relationships with school teachers and making good studying environments for Mkombozi children.

Mkombozi remains committed to involving family members in children's educational plans and encouraging families to contribute in any way they can towards their children's education. Mkombozi staff provided specific support to form four students as they prepared to sit for their mock and national examinations. The students' families were involved in this and Mkombozi looked into means of getting extra classes and academic tutoring for these students. Social workers also made several visits to families in order to discuss with them how they could contribute to their children's education either monetarily, with educational materials or by following up with their children.

Finding boarding school facilities was also a focus for social workers working with some older youth living at the transition home. Social workers visited several secondary schools to find those with boarding facilities in order to inquire about transfers for some of our youth. However, there were numerous challenges in making these transfers a reality. Firstly, many of the older youth were resistant and did not favour the idea of leaving their current schools in order to attend a boarding school. Secondly, even though social workers met with educational officials many times about these transfers there was a lack of cooperation from these officials on this issue.

In addition to supporting individual students in formal school, Mkombozi also established a new program known as Safe School which aims at rehabilitating and promoting school environments to be conducive and safe for the learning process. This program was initiated in Majengo in Moshi and Unga Limited in Arusha by collaborating with the local community to build a fence around Shaurimoyo and Unga Limited Primary Schools. Initial consultative meetings have been held in Arusha and Moshi with the Ward Development Committees. In Arusha, bureaucracy has affected the start of the project as many meetings have been postponed however Mkombozi was given a positive go-ahead from the Unga Ltd. Ward Development Committee. The school committee in Moshi has yet to fulfil its responsibilities and therefore there has been a delay in achieving our objective at Shaurimoyo Primary School.

Complimentary Education

Mkombozi provides numerous forms of complementary education to children including education for self-reliance, livelihood building education, children's participation and health education. In the view of supporting children and young people to become self-reliant and start living independently, Mkombozi undertook several livelihood activities that offered opportunities for youth to acquire self-reliance skills such as business training, vocational training courses, placements and apprenticeships as well as supporting them to find employers. A total of 92 children and young people (68 boys and 24 girls) received services enabling them to gain skills for economic independence (i.e. SBTK training, SKTK-MF training, vocational training). The breakdown of each of those activities is as follows: 47 children and young people received SBTK or SBTK-MF trainings, 45 were linked to business or micro franchises, 48 were actively doing business (including micro franchise), eight participated in apprenticeships through ACTT, 38 participated in vocational trainings (i.e. Bagamoyo Arts College, Umoja, Jobortunity, Eureka, Garage and other VTCs) and one youth was provided training in order to prepare for a job interview. A total of 188 follow-ups were done to 52 of the children and young people involved in these activities. These interventions continue to be effective, four youths from the streets of Moshi who received SKTK training and a start-up grant in 2010 have improved their businesses. However, it has also been noted that the success rates of these programs are directly affected by timely and regular follow-ups by social workers.

Street Kids International interns assisted Mkombozi to pilot a micro franchise project that adapted the SBTK curriculum. The project aimed to prepare youth to become self-reliant and live independently in their community. Ten youth from Moshi and 14 from Arusha participated in this project. These youth were imparted with business skills, supported to plan how to effectively use their funds, and were required to show commitment and meet some basic criteria to be considered for participation in the project. The majority of these youth started their businesses and moved to independent living. Most of these youth were followed up in their placements to help in the success of their businesses. However, it was found in Arusha that many of them dropped out because they could not make enough money to cater for their basic needs.

Additionally, an evaluation meeting that was held with four youths who participated in the project in Moshi revealed that only two of the 10 youth were still continuing with their businesses. The majority of them dropped from the project and were no longer in contact. These youths outlined the challenges they encountered in the field, such as wrong choices of business locations, small start up capital and too small living allowances. Mkombozi took this feedback very seriously and started to consider better ways to move forward with this project such as designing businesses that involve 'selling services' instead of goods (i.e. bicycle repair). It was also noted that it could be useful to give more support to social workers by offering them more business knowledge and skills in order to be better equipped to follow-up on how youth's businesses are progressing. Lastly, it has been noted that there could have been more strict criteria for youth's entrance into the project and this criteria needs to be evaluated prior to implementing similar projects in the future.

Some challenges were faced, particularly in the area of finding employment for young people. Two youth in Moshi and Arusha were able to find employment. However, Mkombozi found that it is difficult for youth to find work due to the overall unemployment situation in Tanzania and also depending on the type of vocational courses they have taken. Some vocational courses have higher chances of resulting in employment and therefore should be prioritized (i.e. welding, carpentry, cooking, electrical installation). Additionally, Mkombozi social workers intervened in the conflict between one girl and her college management officials in Arusha. This conflict brought to light the importance for Mkombozi to educate its partner organizations on the need to consider the backgrounds of our clients and the challenges they face in their lives.

Mkombozi continues to undertake several activities and provide complementary education that offers children opportunities to increase their participation in making decisions on different aspects of their lives. These activities aim to build children's confidence, self-esteem, ability to think on their own, skills for self-expression, decision-making power and conflict resolution skills. In partnership with these aims, the activities in this section also aim to increase life skills knowledge in children. These activities continue to show positive results through noticeable changes in confidence and self-esteem of participants.

A major success in this area of our work came through a radio project Mkombozi implemented in partnership with UNICEF. The project is part of a larger UNICEF project aimed at giving children a voice to communicate with the public about issues that concern them. Children from the transition home, the Moshi streets and neighbouring communities participated in a four-day training on how to produce radio programmes. A total of 15 children (4 boys from the transition home, 5 boys from the streets, and 5 girls and 1 boy from the community) participated in the trainings. Now a weekly radio programme is produced by these children, with supervision from Mkombozi staff and a local communications consultant, and broadcast on Radio ya Sauti Injili. After the project had started, teachers of the children who participated reported that they had shown more confidence at school. Some of these children are very talented at radio presenting and have shown interest in becoming professional radio presenters in the future. Mkombozi intends to build on this work by developing a small radio studio at Mkombozi and training more children and staff in radio programme production.

In order to encourage children's participation in decision-making, all the children and young people living at the transition home participated in two children's meetings. As reported on in the monitoring report for July - December 2010, the children and young people's satisfaction survey conducted at the now transition home in November 2010 revealed both positive and more challenging information about how our services and relationship with the children and young people living at the transition home are perceived by the children and young people themselves. In March, staff members attended a children's meeting and the results of the survey were presented. A discussion took place between children and staff on how to address some of the issues that the children and young people expressed most dissatisfaction with; in particular provision of clothes as personal effects, and agreement was reached on how the procedures for this can be changed. In a second meeting, issues concerning identification and development of the children and young people's talents were discussed; and a new children's committee was elected. Other themes emerging from the survey, such as the relationship between staff and children and young people has been continuously worked on and discussed during the past six months.

In Arusha, 10 children from the streets attended the children's council (Baraza la Watoto) which was held in the Arusha Municipal hall. The conference was organized in order to discuss child rights issues. In this gathering, children were given the opportunity to openly express their opinions and contribute ideas, particularly about the theme for the upcoming Day of the African Child. The children that participated also got the opportunity to share with other children and adults from the community about their experiences living on the streets. This interaction between children and adults from the community helped the children from the streets get an opportunity to socialize positively and help build their confidence and self-esteem. Both the children's committee meetings and the children's council in Arusha were very important opportunities for children to express their views, strengthen their leadership skills and learn to make decisions and opinions on issues affecting their lives on a daily basis.

In addition to activities encouraging children's participation, Mkombozi also utilized health education to provide complementary education to children on life skills issues. A total of 35 health sessions were delivered, 24 on the streets of Moshi and Arusha, and 11 at the transition home. One hundred and eighty-six children and young people (174 boys and 12 girls) attended these sessions with 525 different instances of participation. Three of these health education sessions focused on the themes of drug abuse, sexually transmitted diseases, transmission of infections and also general cleanliness in order to impart knowledge to help the children and young people avoid infections and improve their health. Additionally, new methodologies were tried out in delivering health education sessions and were found to be a powerful tool for engaging children and young people in lively discussions about health issues. At the transition home and on the Moshi streets, a storytelling methodology relating to HIV/AIDS transmission was tried out and found to be effective. In order to make the lesson even more interesting, a movie about HIV/AIDS prevalence was shown at the transition home.

Child Rights Education

Mkombozi remains committed to providing children with education on their rights and responsibilities in addition to more traditional types of education. Mkombozi identified four primary schools in two of its target communities in Arusha to work with in hosting training sessions for students on children's rights and responsibilities. In the last six months, meetings have been held with head teachers in all of these schools to seek their cooperation and participation. At Unga Limited Primary School, 200 students (102 boys and 98 girls) participated in four training sessions on their rights, duties and self-protection against abuse. In addition and as part of a larger campaign in Arusha, approximately 5,500 students from Unga Ltd., Salei and Mwangaza primary schools watched a drama performance highlighting children's rights and responsibilities in June.

Additionally, Mkombozi aimed to increase the quality of education provided to children by facilitating trainings with teachers about child protection issues. In total, 72 teachers from three schools participated in trainings on child protection and positive teacher-student interaction. These trainings were held at two schools in Moshi, Rau Primary School and Mwenge Primary School; and one school in Arusha, Unga Limited Primary School. As part of these trainings teachers created action plans to address the gaps in child protection in their respective schools. In Mwenge Primary School, teachers decided to stop the use of harsh punishment to students (i.e. corporal punishment) and use alternative ways of disciplining students.

While these teacher and educator trainings were very successful, creating positive action out of this knowledge continues to be a challenge. It is common for people to claim knowledge of children's rights but then not follow through on this knowledge in terms of intervening once they notice child abuse. Often many government and education leaders, whom we believe are the frontline actors in protecting children, lack knowledge of the effects of harsh punishment on children. This is often due to their own experience as a child and their feelings that because they were brought up with corporal punishment it is fine for children today.

Strategic objective 3: Families are empowered to take care of children

Achievements	6 monthly target
3 families receive intensive therapeutic family work	3
39 children reunified with their families	40
37 families are equipped with tools for economic empowerment	25
5 children are linked to trained foster carers	5
0 parents trained in parenting skills	20

Mkombozi has made significant strides in meeting objective three in these first six months of its new strategic plan, meeting almost all of its biannual targets. Through each of the following sections, the achievements and challenges in working towards this objective will be discussed in terms of family reunification and fostering; therapeutic family intervention; and economic empowerment of families.

Family Reunification and Fostering

Mkombozi believes that the best place for a child is to live at home and with a family. We continue to aim our interventions at empowering families to take responsibility for their children as we feel that the institutionalization of children is taking this responsibility away from parents and communities at large. Therefore, Mkombozi continues to dedicate much of its work to reunifying children with their families or with foster carers when reunification is not an option. In partnership with reunification and fostering, Mkombozi utilizes interventions aimed at empowering families to take increased responsibility for their children such as intensive family therapy, economic empowerment and other supportive activities.

Over the past six months, Mkombozi reunified 39 children and young people (38 boys, 1 girl) with their families; 14 of these children were children newly taken into the transition home. The reunification processes taking place during this period were done in various ways. In 30 of the cases, the child or young person moved home to a family member. In other cases, four young people moved into independent living, four young people moved into group or transitional housing under the supervision of family members, and one child moved into long-term residential care in agreement with their family who will continue to follow-up closely. Of these reunifications, 31 children and young people are currently still at home while seven children dropped from home and one child decided to move out from his family and move back to his foster family.

Mkombozi's fostering programme runs mostly independent of the government as the government has yet to produce formal guidelines and regulations on implementing foster care programmes. Therefore Mkombozi recently partnered with a few American lawyers whose background is in social work and fostering issues and systems. From this partnership and with the help of a research intern with a legal background, Mkombozi has been in the process of writing a paper about best practices, policy recommendations and our own experience with fostering. This paper will be submitted to the Commission of Social Welfare in order to lobby for the creation of formal guidelines based on the Law of the Child Act in regards to fostering. In the meantime, Mkombozi has permission from the regional Social Welfare Office to continue with our program and we continue to follow up with our foster families and recruit new foster carers.

Mkombozi continues to face some challenges in reunifying children. Some parents are reluctant to receive their children because they claim they are unable to care for them. These parents often see their children as a burden and expect Mkombozi to continue taking full responsibility for their children even though they are able, at varying levels, to take responsibility for their children. In order to mitigate this problem, Mkombozi plans to collaborate more across the children's programmes and community engagement teams so as to educate parents in the community about their responsibility and right to take care of their children. On the other hand, Mkombozi has also faced challenges from children reluctant to be reunified, especially for those children who have been living at Mkombozi for more than two years. These children and young people often have very high expectations of the

organization and have a tendency to negatively exaggerate their home situations in order to avoid reunification. Social workers continue to work individually with these children and young people to involve their families in creating empowering care plans for them. Additionally, Mkombozi aimed to implement some parenting skills trainings with families over the past six months but due to lack of budget were unable to do this. The relevant teams have met about this issue and have plans to implement these trainings in the next six months.

Therapeutic Family Intervention (TFI)

Five families were identified as potentially being part of the TFI programme and three families were reached in the past six months as two of the families did not reach the criteria for TFI. In order to be considered for TFI, families must be less than a 45 minute drive from Mkombozi, should be a particularly challenging case in need of intensive family work, the case should involve some kind of abuse or violence, all family members should be available and there should be willingness from family members as well as the child to participate in this intervention. This programme helps to integrate children by creating and building strong relationships between a child and their family. The process involves longer and more intensive sessions with social workers and aims to explore challenges the family faces on a deeper level. In the process of implementing this intervention, Mkombozi found that there are some families in need of this service that are more than a 45 minute drive from Mkombozi and there is a need to explore ways to reach these families.

Economic Empowerment of Families

From a social survey filled out by families of older youth, Mkombozi staff found that many of these families needed some form of economic empowerment in order for them to take greater responsibility for their children. In particular, seven families were identified as needing this kind of support and based upon available resources, five of these families participated in economic empowerment opportunities. These families were given resources and training to start different types of businesses such as tailoring, poultry products and cloth selling. In addition to these families, Mkombozi street workers in Arusha identified four mothers whose children were at risk of migrating to the streets and provided them with SBTk training and grants to start businesses in order to support their children.

In addition to these cases, Mkombozi also began implementing the Giving Hope programme in Moshi. The program aims at enabling families to take responsibility for their children through economic empowerment. Identification of families with vulnerable children was done and 29 families in Moshi were economically empowered with 300,000 Tsh to start small businesses. The community engagement team will continue to follow-up with these families to measure the success of this program.

The Giving Hope program was initiated in Arusha in 2010 and during this past reporting period each family was followed up six times to ascertain the success and impact of the program. These evaluations found that 23 of the 30 economically empowered families from 2010 said their business had enabled them to better care for their children including being able to feed their children, fulfil their basic needs and pay for their schools fees and materials. Additionally, a great majority of these families, 25 out of 30, have been actively paying back their loan.

Strategic objective 4: Systems and structures at village/street and ward level identify and refer at-risk children to relevant services

Achievements	6 monthly target
Baseline research started and close to completion on attitudes, behaviour and knowledge around child vulnerability, protective factors and rights	Initiated
306 members of statutory bodies in 13 wards are trained on child protection	36
3 CPCs/MVCCs are established and 2 existing CPCs/MVCCs are strengthened	1 established, ongoing process of strengthening
76 children linked to the mentoring program	25
86 mentors trained from target communities	25
0 persons trained in PETS	8

Mkombozi has made significant strides in meeting objective four in these first six months of its new strategic plan, meeting almost all of its biannual targets. Through each of the following sections, the achievements and challenges in working towards this objective will be discussed in terms of baseline research, the mentoring programme, and Child Protection Committees (CPCs) and Most Vulnerable Children Committees (MVCCs).

Baseline Research

The baseline survey focusing on ‘community attitudes and behaviours towards children which explores child vulnerability and protective factors’ was started in March and is now due to be completed in July 2011 with a published report following in August. The overall aim of the survey is to find out about: knowledge and attitudes of community members around child vulnerability and protective factors; the extent of child abuse within family environments in target communities; the extent to which child protection systems exist in target communities; and about the existence of Memorandums of Understanding (MoUs) in clarifying child protection roles between statutory bodies and service providers in target communities. In total, 402 surveys over 10 areas in Moshi and Arusha were completed and the findings analyzed. Six focus group discussions with local community members are due to take place in early July 2011.

In addition to the baseline mentioned above, Mkombozi also implemented a small baseline survey focusing only on child protection for one of our partner donors International Child Support (ICS). This baseline faced many challenges including a small window of time to complete the baseline and time consuming bureaucratic issues in obtaining permission to perform the survey in particular wards. For example, one staff member spent three days waiting at the rural area district council office to receive a letter of permission to interview in that district area. In the end, Mkombozi was able to complete the baseline survey for ICS including six focus group discussions with adults and six focus group discussions with children and 16 key informant and key respondent interviews with various child protection actors in the community (e.g. social welfare officers, community police, teachers). Information from this survey will also feed into the wider baseline survey mentioned above.

The Mentoring Programme

Over the last six months two trainings for mentors were facilitated; one specifically aimed for students at the Moshi University College of Cooperative and Business Studies (MUCCoBS) in Moshi and another for new mentors in Unga Limited, Arusha. In total, 86 new mentors were trained in these trainings, 48 from MUCCoBS in Moshi and 38 from Unga Limited in Arusha. The trainings covered the basic mentoring concept, attitudes toward children, self-awareness in interactions with children, and child protection issues. Participants were equipped with knowledge and skills specially aimed to help them support vulnerable children and their families. Participants actively expressed their acknowledgement that individuals may have certain biases towards children influenced by their cultural environment and to be an effective mentor they must therefore be conscious about their own biases in their relationship with their mentee.

The pairing of mentors and mentees followed these trainings; 47 mentors and mentees in Moshi were paired and 29 mentors and mentees in Arusha were paired. These initial pairing meetings aimed to establish a bond between mentor and mentee, encourage mentors to spend quality time with their mentees and make a schedule for their future meetings. Mentees were identified for this program through primary schools, within communities and some came from the remand home in Moshi. In order to further foster these mentoring relationships, all mentors and mentees participated in some form of community work together. In Arusha, they helped to clean a main section of road in Unga Limited and created speed bumps for the protection of children. In Moshi, community work was done at Mrupanga Primary School in Rau where mentors and mentees planted 200 trees and flowers, which had been donated by 5 tree nursery groups. While the primary aim of these activities was to foster a volunteering spirit and great bond between mentoring pairs, it also raised awareness about our mentoring program in the community.

It has previously been reported that a major challenge of the mentoring program is whether mentors take responsibility and continue to meet with their mentee. Follow-ups were done to the mentoring pairs in Arusha and it was found that they are meeting regularly. Follow-ups to the mentoring pairs in Moshi will be done during the next six months. Through the mentoring program, four students have now been reintegrated into their schools after efforts from mentors who dedicated time and energy on these cases by playing a parental role and following up on the progress of these students being reintegrated into their schools. However, the mentoring program continues to face challenges. It is still often the case that families see the mentoring program an income-generating program and expect material support from their children's mentors. The Community Engagement team will continue to clarify the objectives of the program and expectations of mentors during the trainings for this program, especially for mentors and families that are new to the program.

Child Protection Committees & Most Vulnerable Children Committees (CPCs/MVCCs)

Child protection trainings were facilitated in 5 wards; Ngarenaro and Unga Limited in Arusha and Njoro, Kaloleni and Pasua in Moshi. These trainings targeted local government authorities, CBOs, FBOs and other official child protection actors in order to establish and/or strengthen CPCs/MVCCs and utilize a summary of the Law of the Child Act (LCA) to guide the committees. A total of 306 people attended these trainings on child protection. As a result of these trainings, three new committees have been established and two existing committees were strengthened. These committees have started identifying and supporting vulnerable children as well as dealing with cases of abuse. To date these committees have identified 48 children as vulnerable. In addition, there is evidence that these cases of child abuse are being reported to these committees; eight such cases have been successfully dealt with by CPCs/MVCCs in Arusha and ... in Moshi. However, it is still a challenge to ensure that the committees adequately document their work in writing.

CPCs/MVCCs have been followed up and supported with educational materials such as summary child protection policies, a summary of the LCA, the African Charter for the Rights and Welfare of Children, the UN Convention on the Rights of the Child, and the Guidelines for Documenting and Intervening in Abuse Cases booklet. Additionally, these committees were provided with a booklet with guidelines for raising awareness so that they can conduct awareness raising meetings in their own communities. So far several of these meetings have been held in Njoro, Kaloleni and Majengo in Moshi; and Ngarenaro and Unga Limited in Arusha. Mkombozi has not facilitated any PETS training in this reporting period, however there are 6 PETS trainings planned for the next six months; two in Moshi Urban, two in Moshi Rural and 2 in Arusha.

Strategic objective 5: Child protection systems in place at district and ward level influence national policy and practice

Achievements	6 monthly target
Process started to create MoUs with statutory bodies & service providers	Ongoing process
42 members of statutory bodies in 13 wards facilitated to implement child protection systems	30
6 drama performances put on as part of Mkombozi campaign against child abuse	Ongoing process for campaign
Radio stations identified to air future campaign against child abuse messages	Ongoing process for campaign

Mkombozi has made significant strides in meeting objective five in these first six months of its new strategic plan, meeting most of its biannual targets. Through each of the following sections, the achievements and challenges in working towards this objective will be discussed in terms of child protection systems and awareness-raising.

Child Protection Systems

A child protection workshop was conducted with duty bearers (government officials and political leaders) in Moshi in which 42 duty bearers participated. These duty bearers came from different regional, district and ward levels from Moshi Urban and Moshi Rural. The objectives of this training were to raise awareness about child protection, challenge them to rethink their perceptions of street-involved children, to understand ways to prioritize vulnerable children in their work and to give them skills to be able to implement child protections systems in their wards. In addition, Mkombozi used these trainings to discuss the roles and responsibilities of various duty bearers in child protection and to generate interest and willingness to commit to MoUs with Mkombozi surrounding these responsibilities. These MoUs will be prepared and signed between Mkombozi and respective service providers within the next six months. Additionally, a booklet clarifying the roles and responsibilities of duty bearers will be developed, shared and distributed to statutory bodies and duty bearers.

Awareness Raising

In collaboration with a drama group created by Mkombozi mentors (Kilimanjaro Wizard Art Group), Mkombozi conducted six performances which aimed to raise awareness surrounding domestic violence and child abuse. One performance took place at the Njoro Lutheran Church in Moshi where approximately 200 people attended and another took place on Shaurimoyo Street in Majengo Ward during a community meeting. The same performances were done in four locations in Arusha: Tindiga, Esso in Unga Limited Ward, and Technical College and Darajani in Ngarenaro. As part of these drama performances audience members were asked about their perceptions of parental responsibility and the needs of children and were encouraged to actively participate. In addition to these Mkombozi-facilitated performances, one of our partner organizations, Caucus for Children's Rights, also performed dramas in some of our target communities about children's rights and parental responsibility, at the invitation of Mkombozi.

Mkombozi continues to plan its external campaigns against child abuse by investigating the best methods for dissemination of information. Radio stations in Moshi and Arusha were visited for the purpose of gathering information on the process and procedures for airing radio programmes as part of Mkombozi's future campaigns. Through this process it was found that Radio Five and Radio Sauti ya Injili were considered the best. A planning meeting was held to discuss possible topics of future radio programmes and to identify children, parents, and stakeholders who could take part in the broadcasts. Additionally, Community Engagement staff took part in the evaluation of the UNICEF radio project in order to combine resources and share experiences surrounding the use of radio in our work. Community Engagement staff will try to involve some of the children who have already been trained in radio production when making future programmes.

Crosscutting Activities

Communications

In light of the new strategic focus to encourage increased community ownership and understanding about the need for child protection and the impact of child abuse, Mkombozi has been reviewing the impact of its communications strategy. In consultation with an external communications specialist, Mkombozi hosted participatory sessions where staff assessed the effectiveness of current communications methods and materials for different target audiences. Alternative mediums and forms of communication were explored for local stakeholders, such as messages on kangas, on packaging, cartoons, radio jingles and public service announcements. Staff and children highlighted existing challenges in communications from their perspective and suggested a long list of messages for different target audiences. On the basis of these communications strategy review sessions, key recommendations emerged.

The major recommendation to come out of these sessions was to improve collaboration between teams and within in Mkombozi, in regards to communications. For example, it was recommended to share the use of radio programs, design of drama productions, written material used at training sessions, etc. across teams in order to create more consistency. Additionally, it was recommended that a crosscutting communications team be created by nominating a communications representative from each team. This team is now in the process of being formed. Another important learning produced from the meetings was that Mkombozi needs to direct more of its communications to local audiences and that all staff could become more conscious about how to communicate about Mkombozi in local communities. The aim of the new communications strategy is to address both of these learnings by creating a collection of complementary tools and messages that staff on all teams can use with a range of audiences. In addition, all staff agreed that internal communications, particularly between teams in Arusha and Moshi and across programs, could be improved. Various suggestions for how to improve these communications were brainstormed and are currently being followed through on.

In addition to the activities surrounding revising Mkombozi's communications strategy, we continued to maintain our website and regular publications. Six eNews stories, reports and think pieces were published on the website and the 2010 Annual Report was written. Due to the challenges of introducing a new Fundraising & Communications Technical Advisor and extra time required to gather information, it took more time than usual for the Annual Report to be written. The report is now being designed and formatted and should be ready for publishing on the website within the next few months.

Learning from the BBC & Comic Relief filming last year was formalized and shared with another donor who was considering filming in the local area. The key points from the original visit have been made into a checklist for staff reference when approached by other filmmakers and Mkombozi media guidelines are being updated. Over the course of the next six months, Mkombozi aims to begin implementing the local communications strategy recommendations, review our online communications strategy, start the redesign of our website and increase new production from all programme areas for supporters.

Finance & Fundraising

Mkombozi continued to keep positive relationships with all of our donors, including timely financial reporting and signing of new donor agreements. We finalized financial proposals for future donors such as EveryChild, Department for International Development (DFID) and International Child Support (ICS). Through creating these budgets, we were also able to finalise our Scenario B budget for 2011 and shared it with our budget holders. This process was time-consuming and effort intensive but the planning proved to be successful. We have not faced any cash flow shortages since the beginning of the year and the good planning of cash flow helped to ensure that all programs had enough funds to achieve the objectives. The creation of our budget scenarios also proved to be valuable capacity building for our staff to better understand and work with the budget. One challenge we have faced in terms of the budget is a significant increase in the price of food. Even though we have fewer children at the transition home this year we have almost the same costs of food due to a 20-30% increase on the price food. We may have to take this into consideration and alter the food budget as we continue to evaluate the mid-year budget.

In addition to the above finance activities, we also had some successful external audits over the past six months. We had an auditor from Pestalozzi who came to audit out 2010 activities related to Pestalozzi funding and the process went well. Audits from MEKONSULT came in February and did the auditing for 2010 for Mkombozi and 2008-2010 for Friends of Mkombozi. This process also went well, especially due to the support and cooperation of Mkombozi's finance staff. Additionally, an outside consultant helped Mkombozi perform a fixed asset count that has helped the organization to better track our assets and better maintain our asset register.

In terms of fundraising, Mkombozi made some significant achievements over the past six months. The name of Mkombozi's charity in the UK was successfully changed from Friends of Mkombozi Centre for Street Children to Friends of Mkombozi. The financial procedures and accounts have been processed for Friends of Mkombozi UK and promotional materials for the charity have been reviewed and are in the process of being designed. The charity's fundraising strategy and activities will be revised in the next six months. Included in this review will be a review of Mkombozi's Educate to Empower campaign and its eventual re-launch.

Mkombozi continues to actively fundraise within the local context. Businesses that pledged to support Mkombozi during the Arusha fundraising event last year have been thanked and revisited. Follow-up presentations and proposals are to be given once we are clearer on how we can work with these businesses for mutual benefit. Further activity was put on hold whilst our key messages are being agreed upon as part of our communications strategy review.

Human Resources & Administration

Over the past six months, almost all vacant posts at Mkombozi have been filled; this includes two Social Workers, Driver, Community Engagement Facilitator and Monitoring & Evaluation Officer. Also the process of recruiting a new Executive Director was facilitated by the Board of Trustees and completed. We expect the new Executive Director to begin handover and work on August 15, 2011. We have also filled some positions internally including internal promotions. Internal recruitment to higher positions is one strategy Mkombozi utilizes to enhance our in-house capacity and encourage higher staff morale and motivation. We also continue to make conscious efforts to create a gender balanced working environment by encouraging applications from both genders.

Starting from January 2011, Mkombozi raised all salaries for staff in order to better cater for increased living costs as the inflation rate currently stands between 9-10%. Management staff received a 3% salary raise while all other staff received a 5% salary raise. Mkombozi continues to do its best to establish fair and attractive wages and benefits for our employees. Mkombozi also continually assesses the quality of our workplace and HR policies to lower turnover and ensure that employees aim to stay longer term with Mkombozi. This reporting period has been especially successful as there has been a dramatic reduction of staff turnover compared to last year. This reduction was possible through the spirit of cooperation amongst staff, increasing staff motivation, and better orientations for staff including better understanding of our vision.

Mkombozi continued regular maintenance of its offices and assets. This included selling an older vehicle and replacing it with one in significantly better working order. Also Mkombozi installed new batteries/inverters in our main office and solar panels at our transition home. Mkombozi struggled to maintain its work in the face of drastic power cuts from TANESCO. This had led to reduction in wastage of staff time caused by power shortages and thus activities requiring power can now be continued by staff despite power shortages. Lastly, the Tanzania Land Authority has processed the Traditional Title Deed for the land Mkombozi purchased in Kibosho Sambarai.

Monitoring & Evaluation

The Swahili translations of two of the tools for measuring resilience piloted through the resilience research the organisation completed in 2011, the Resilience Competencies Scale (RCS) and Connor - Davidson Resilience Scale (CD-RISK), were reviewed. In close cooperation with the creator of the RCS, Dr. Bob Henley, revisions were done and also shared with and approved by the creators of the CD-RISK. Mkombozi started using these tools to look into the effect of our mentoring programme when it comes to nurturing resilience. During the pairing meetings between mentees and mentors in Arusha and Moshi,

24 mentees were assisted to complete these questionnaires. This will be done again after six months and one year, so as to measure any change in resilience patterns. Mkombozi is also looking into employing this tool in other parts of its programmes, such as with new students being taken into NFE classes at the transition home.

A 'think piece' on the Social Return on Investment regarding the impact of the health services delivered on the streets of Moshi conducted in 2010 was finalised and published on Mkombozi's webpage. Following this, several partners who wanted to know more about the methodology and its usability contacted Mkombozi. Mkombozi plans to implement another piloting exercise of SROI in the next six months to continue to determine its usability at Mkombozi.

The results of the 2010 Census were analysed and published in a full-length report in English and a summary report in Kiswahili. Additionally, the results were shared with all staff and youth participants at a presentation in April 2011. The basic findings of the census showed that there was an increase of +17% in full-time children and young people and decrease of -4% of part-time children and young people. In Arusha, there was a decrease in both part-time and full-time street-involved children and young people, while in Moshi there was an increase in part-time and especially high increase in full-time. Overall, 1,108 children and young people were identified as street-involved in Moshi and Arusha; 466 part-time and 122 full-time in Moshi and 381 part-time and 139 full-time in Arusha. It was notable that since 2006 there has not been an increase of street-involved children and young people coming from any of Mkombozi's target communities, there has actually been a decrease in each.

Three research interns have worked with Mkombozi during this reporting period. They have in collaboration with Mkombozi staff members been working on; planning and facilitating a baseline survey into community attitudes and behaviours towards children which explores child vulnerability and protective factors; developing a tool 'measuring' the impact of street work; and exploring the practical applicability of the Law of the Child Act.

Mkombozi uses The Most Significant Change Technique (MSC) to learn about the impact or longer term results of our work and to promote organisational learning. In short, this M&E approach consists of collection stories from Mkombozi's various stakeholders about the most significant change they have experienced as a result of their involvement with Mkombozi, and a 'selection process' where staff members read, discuss and reduce the larger number of stories to just a few stories representing what the organisation sees as the most significant results of its work. During this reporting period Mkombozi's MSC team went through an in house training on the methodology, as the team has several new team members. The team also completed a secondary analysis, which is another aspect of the methodology, of types of changes reported on in all the stories collected in 2009 and 2010. A total of 114 stories have been collected during this period; 77 from children and young people who are part of various children's programmes interventions and 37 from other stakeholders.

The three types of changes most commonly mentioned by the children and youth themselves are positive changes related to education (57), 'resilience' (e.g. increased ability to build positive relationships, increased self confidence, increased self awareness) (54) and accessing basic needs (22). In many stories more than one type of change is mentioned. When it comes to the stories mentioned by other stakeholders, the types of changes most commonly mentioned are connected to increased knowledge about children's rights and situations (11), changed perceptions about street-involved children (8) and a more positive way of relating to street-involved children. These results are very encouraging as they are very much in line with what Mkombozi ultimately works towards.