



# Organization Profile

2023 Version

# Table of Contents

---

Introduction 01

---

Organization status 02

---

Vision/ Mission/ Goal/ Objectives 03

---

Thematic Areas 04

---

Guiding principles/ Beliefs 05

---

Services/ Grants/ Awards 06

---

Strategies/ Target audience 07

---

Networks and Collaborations 08

---

Organogram 09

---

The Team 10

---

# Karibu!

## The Name:

The Universe For All Initiative (**TUFA Initiative**)

## The Address:

Mkombwe Street, Near Mufindi Community Bank,  
Boma - Mafinga ward, Mufindi District, Iringa Region.

📍 **P.O. Box 24, Mafinga – Iringa.**

☎ **+255 755 428 080**

✉ **info@tufa.or.tz**

🌐 **www.tufa.or.tz**





## Organization **Status**

**Status:** Non-Governmental Organisation

**Area of operation:** Tanzania Mainland

**Registered under:** NGOs Act, No. 24 of 2002.

**Reg. number:** 00NGO/R/1858

**Reg. date:** 30th April 2021

**Founded by:** Nemes Temba and other  
9 Co-Founders

## Vision

TUFA Initiative envisions a society for every individual.

## Mission

TUFA Initiative strives via research, promotion and education to create an inclusive society in which every individual has an active role to play towards inclusive development.

## Main goal

TUFA Initiative aims to counteract challenges on education, health and nutrition, agriculture/economic growth livelihoods and the cross cutting issues including: environment, gender, human rights, disability and technology.

## Objectives

- Enhancing individuals' participation in social, economic and political activities towards inclusive development.
- Enhancing access to quality inclusive education and health care for all.
- Advocating for all-inclusive participation through universal access to public infrastructures and facilities.
- Promoting access to social basic needs and safe environment to all.
- Enhancing livelihoods and participation in decision-making processes by all.
- Promoting equal access to public information by all individuals

# Thematic areas

- Education.
- Health and nutrition.
- Agriculture / economic growth and livelihood.
- Crosscutting issues (environment, gender, human rights, disability and technology).

# Values

Tufa Initiative encourages the following values to be practiced both at individual and organizational level:

- ★ Credibility
- ★ Integrity
- ★ Accountability
- ★ Inclusivity
- ★ Creativity
- ★ Participation



# Guiding principles

- ★ Utilization of local wisdom and resources
- ★ Encouragement of innovation and creativity
- ★ Prioritizing quality
- ★ Enhancing coordination and networking
- ★ Accepting challenges
- ★ Respecting diversity

# Organization beliefs

- ★ In the potential power of the individuals to participate actively in development initiatives within their localities
- ★ In equal opportunity for men and women in society irrespective of class, age, ethnic, culture, religion or disability
- ★ In freedom of expression, movement and choice.
- ★ In social harmony free from communal bias.
- ★ Freedom for work, education and development.

# Services provided

- ★ Education projects operational services and expertise
- ★ Health projects services
- ★ Agricultural business and extension services
- ★ Baseline/Formative research
- ★ Projects monitoring and evaluation consultations
- ★ Environment conservation services and consultations
- ★ Empowerment programs e.g. trainings, micro-finance, social welfare, project management, advocacy and human rights.

## Grants

The organization was registered on the 30th April 2021; hence it will be securing grants from various projects funders, work on coalition with other organisations and stakeholders in implementing projects falling on its thematic areas

## Awards & Appreciations

The organisation anticipates to work credibly and with integrity to provide the most attainable standard of community services and consultations hence rooms to participate and win various awards.

# Strategies adopted

- ★ Advocacy / Sensitization
- ★ Community based workshops and trainings
- ★ Residential workshops and trainings
- ★ Training peer educators / TOT
- ★ Education services provision
- ★ Health services provision
- ★ Agribusiness and extension service provision
- ★ Technical services provision

# Target audience

- ★ Women.
- ★ Children / Youth.
- ★ Community Based Organizations (CBOs).
- ★ Community Health Workers
- ★ Community Education Workers
- ★ People with disabilities
- ★ Traditional / Religious /Community Development Associations
- ★ Policy Makers / Local / State/National level.
- ★ LGAs and executives in various levels
- ★ Community resource centers

# Networks & collaborations

TUFA Initiative expects to do a lot of Networking and multi-sectoral collaborations with the following:

- ★ Government and non-governmental organisations
- ★ National and International Agencies
- ★ NGOs and INGOs
- ★ World Association of Non-Governmental organisation [WANGO]
- ★ World Association of NGOs (WANGO)
- ★ National and International Education Authorities
- ★ National and International Health mandates
- ★ National and international Agricultural mandates
- ★ Community resource centers





# Organogram

Annual General Meeting (AGM)  
(Founding, Ordinary and Honorary Members)

Board of Directors

Advisors

Chief Executive Officer (CEO)

**Directorate of Finance and Administration**  
Director of Finance and Administration (DFA)

**Directorate of Programs**  
Director of Programs (DP)

**Directorate of Monitoring Evaluation and Learning**  
Director of Monitoring Evaluation and Learning (DMEL)

Finance Officers

HR

Procurement Officers

IT

Secretary  
Office Attendants  
Drivers  
Security Guards

**Coordinators**  
Education  
Health  
Agriculture/ Economic  
Growth and Livelihoods  
Cross Cutting Issues (CCI)

**Specialists**  
M&E  
Research and Development  
Reporting, Communication  
and Learning

Project Officers

# The Team



## Nemes Temba

Chief Executive Officer

- Master of Educational Management and Administration
- Post Graduate Diploma in Education
- BSc Agricultural Education and Extension

Programs Manager with more than 10 years' experience of managing multi-million dollar education and community development projects, coordinating a workforce of more than 100 officers and community workers and performing budget allocation and analysis. Agile qualified practitioner aiming to leverage considerable experience and efficiency expertise in project managerial roles.

Nemes has served in a range of institutions comprising government and no non-government. He

- ★ Acted as General Manager, Executive Director and Team Leader in various organisations.
- ★ Served as Education Coordinator and Projects Coordinator on a number of community projects where he organised several workshops and trainings to capacity build participants

### Under his leadership the following were achieved:

- ★ 208 youths (female and male) benefited from the Basic Life Skills Training (Opportunities for Youth Employment) that took place at Tumbi-Tabora Municipal. The training that was under my supervision inculcated the basic entrepreneurial skills to youth while preparing them for employments in various life settings thus combat poverty.
- ★ 8000 primary school students benefited from the school meals program that operated well in 17 schools (Uyui District) under my supervision hence led to improved pupils' enrolment, attendance and general academic performance.
- ★ 20 primary schools' infrastructures (19 latrine blocks and 3 kitchens with dining halls) were constructed under my supervision; they greatly improved students: drophole hence advanced their WASH situation. The kitchen cooking stoves served energy while the dining halls provided a hygienic lunch serving place for pupils.
- ★ 70+ people with disability; mostly girls with disability acquired skills and job orientation on cooking, housekeeping, and beautician and thereafter networked with employers under my coordination as an Economic Empowerment Coordinator in Dar es Salaam.
- ★ Rights of around 20,000 people with albinism (PWA) in Tanzania were advocated under my leadership as a National Chairperson of the society where 7 skin cancer screening clinics were established in 7 regions. This initiative maintains PWA health for them to actively participate in various economic activities.

- ★ 70 + secondary school students were connected to scholarships via a Connect to Learn project. The project under my supervision mostly benefited girls from poor families including the orphans and vulnerable children in Tabora region.
- ★ Over 500 girls benefited from the Menstrual Hygiene Management trainings including provision of sanitary pads that to an extent maintained their attendance to schools while elevating their academic performances in schools I supervised the education projects in Njombe and Tabora regions.
- ★ Established My Book Buddy project that benefited more than 8000 pupils of 20 primary schools in Uyui District – Tabora Region; the project elevated their reading, writing and arithmetic skills as they could borrow and read one book on a weekly base.
- ★ 310 teachers from Ludewa and Uyui districts improved their teaching methodologies and advanced their information communication technology via the teaching in action trainings and school based workshops under my coordination.
- ★ 7500 primary school pupils from 20 schools in Ludewa District improved their awareness on child rights and protection via the school based child rights trainings under my organisation, coordination and networking with partners.
- ★ 13 primary schools obtained water infrastructures where they are enjoying water service at the school compounds. Accomplished under my supervision of the MAMMIE project in Ludewa District-Njombe region.
- ★ 2640 avocado plants were successfully raised in the 24 primary schools aiming to improve the schools' nutrition and self-reliance towards academic excellence in Ludewa-Njombe.
- ★ 24 school committees were strengthened via the school based workshops I organized; 260 members became aware on their roles and the general school management
- ★ Rights of persons with disability in 10 DPOs were advocated during my era as a board member of the Federation of People with Disability in Tanzania (SHIVYAWATA) 2015-2019.
- ★ 4895 vulnerable children and adults were protected and supported in 9 displaced centers following the research by UNICEF and UTSS where I assisted in assessing and determining the situation of displaced people in the centers hosting individuals with and without albinism in Tanzania.
- ★ Led and participated in the development of various organisations' Strategic and National Action Plans as they work to complement government plans that are in line with both national and international goals and strategies.



## Severin Mallya

Director of Programs

- Bachelor of Business Administration
- Has a wide range of experience in programs management.

Over 10 years of experience in community programs as Senior Programs Manager serving diverse groups of populations in a number of Civil Society Organisations whilst Acting as A C.E.O in some organisations.

He is also competent in:

- ★ Business Consultancy with proven track records in training facilitations, write ups (reports, proposals and strategic and business plans) and research works.
- ★ International Human Rights Education Trainer, working with different Human Rights Organizations within and outside Tanzania.
- ★ Research works, including on policy and human subject researches.



## **Aloyce Mnoga**

Director of Finance and Administration

- Currently pursuing Certified Public Accountant (CPA) course
- Advanced Diploma in Accountancy

Over 10 years of experience in finance, administration and logistics acquired in various organisations.



## **Gabriel Mashambo**

Director of Monitoring Evaluation and Learning

- Masters of Arts in Monitoring and Evaluation
- Bachelor's degree in Statistics and Mathematics

- ★ Has around 10 years of experience in Planning, Monitoring, Evaluation, Reporting and Communication of organisation activities and events.
- ★ Competent in Program Development and Networking
- ★ Manages the organisation database
- ★ Supervisor of the data officer assistants on data works of the organisation



## Jessica VanKaragan

Advisor - Directorate of Programs (Health, Legal and International Development Businesses)

- Masters of Science, International Development Studies
- Bachelor of Science, Nursing.
- Bachelor of Arts, Spanish Language And Culture

- ★ Over 6 years' experience in health profession and practice where she served as a registered nurse and nursing professor in various institutions. Carried out consultation works in research and projects, Has experience in legal secretarial works. Designed and conducted courses in various Universities.
- ★ She's currently serving as Nursing Professor – Fontys Hogeschool, The Netherlands



## Unai Gaztelu

Advisor – Program Development & Resource Mobilization

- Master's degree on Environmental Engineering
- Bachelor's degree on Environmental Engineering

Environmental Engineer focused on the transition towards the Circular Economy and teal organisations. Active actor on the co-creation of a sustainable and purposeful world. Has over 3 years work experience in environmental related projects and resource mobilization.



## Jackson Kidava

Senior Officer-Information Communication Technology

- BSc. Information Technology

- ★ Has over 4 years' experience in information technology workings
- ★ Competent in Web development, Database administration, Information Security, and Computer tech support..



## Leire Diez

Advisor – Communications & International Networking

- Master's degree on Environmental Engineering
- Bachelor's degree on Environmental Engineering
- Intern at the Basque Center for Climate Change (BC3)

Organized and conducted training for young entrepreneurs in SMARTechnologies, mainly in drilling and pump production. Monitor and certify the work of the entrepreneurs after the training. Develop and promote Simple, Market-based, Affordable and Repairable Technologies. Has over 3 years' experience in project coordination.



## Denis Mungai

Board Chairperson

- Bachelor of Arts with Education.

Over 15 years' experience in education endeavours.

Experienced in Education undertakings worked as:

- An Education Officer,
- Headmaster and Education Secretary in various organisations



## Zainabu Damson Mahenge

Board Member – Education and Agriculture

- Bachelor in Social Work and Social Work Administration
- Diploma in Education

Over 7 years' experience on community works with various NGOs serving on the health, agriculture and entrepreneurship fields. Served as a Secondary School teacher for 6 years. Currently she's engaged in Agricultural and entrepreneurial activities



## Vedasto Pascal Chonya

Board Member - Organisation's legal concernsfields

- Postgraduate Diploma in Legal Practice
- Bachelor of Laws (LLB)

Over 3 years' experience in legal undertakings

The Advocate of the High Court of Tanzania and Subordinate Courts thereto save for Primary Courts. He's currently the Managing Director, Mtemi Law Associates.



## Amina Abdi

Board Member – Finance and Administration

- Master of Business administration (MBA)
- Bachelor Degree in Public Administration

Over 9 years' experience in banking industry. Has also served as a Business Development Manager, Center supervisor, teller and acted as Principal Insurance Officer and Operations Manager of the bank. She's currently serving as a Branch Manager MUCOBA BANK PLC.



## Johan Rietberg

Advisor – Program Development (Education, Water, Sanitation & Hygiene 'WASH' and long term Agriculture)

- Masters of Technical Engineering
- Bachelor of Science and Psychology

- ★ Has over 35 years' experience in education sector in The Netherlands as well as in African countries; On secondary schools as well as The University in Gaborone Botswana.
- ★ He served as a trainer as well as an advisor for the Ministry of Education in Botswana.
- ★ He has carried out consultancy work for some Engineering Companies in The Netherlands.
- ★ Served as a Board Member of the Foundation Karibu Tanzania.
- ★ Has managed several projects (water projects in a number of villages and schools) and fund raising
- ★ From 2017 till now he is a Director of the Foundation - WATER is LEVEN where projects in Tanzania including macadamia project in Amani (Ludewa) and Njombe are implemented.



**Asante!**