



Our Neighbor Promise

2027 Strategy Summary

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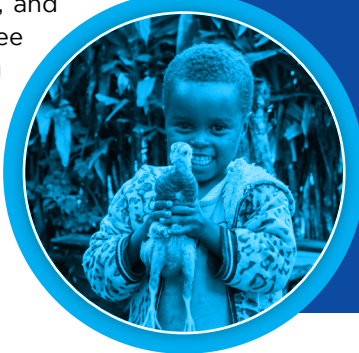


This is Compassion

We are a child-development ministry dedicated to **releasing children from poverty**. Through sponsorships and donations, we empower local churches to provide individualized and holistic care to children in poverty so they are free to learn, grow, play and dream.

In Tanzania, Compassion has been active since 1999, and over the years, it has become one of the largest organizations of its kind in the country. The ministry in Tanzania is Christ-centered, church-driven, and child-focused, emphasizing the importance of holistic approach to child development and advocacy.

Through its programs and initiatives, Compassion strives to provide children in Tanzania with the tools, resources, and support they need to break free from the cycle of poverty, ensuring they have access to education, healthcare, nutrition, and moral guidance. The organization's long history and dedication to its mission demonstrate its commitment to improving the lives of children in need.



Our
Mission

Releasing
Children from
poverty in
Jesus' name.

Our Core values

Integrity



Stewardship



Dignity



Discernment



Excellence





Palamanga Ouali
Board Chair and
Vice President – Africa Region
Compassion International



Mary Lema
National Director
Compassion International
Tanzania

Message from the **Board Chair** and **National Director**

Dear Valued Reader,

On behalf of Compassion International Tanzania’s dedicated Board and Senior Leadership team, we are thrilled to introduce you to “Our Neighbor Promise,” a visionary five-year strategy spanning from 2023 to 2027. This transformative strategy is deeply committed to unlocking the immense potential inherent in every child, a divine gift that lies at the core of our mission.

Our Neighbor Promise is a comprehensive strategy, jointly undertaken with our cherished church partners, which embraces seven crucial areas of impact: Health & Nutrition, Water, Sanitation and Hygiene (WaSH), Education and Youth Development, Child Protection, Livelihood, and Disaster Management. Each of these facets plays an integral

role in creating a brighter, more secure future for the children we serve.

Furthermore, this strategy outlines a fundamental blueprint for enhancing the effectiveness and sustainability of our church partners in their vital role of nurturing child development. We also resolve to fortify our organizational growth and effectiveness, thus ensuring that we are well-equipped to achieve our objectives in child and youth development.

Our overarching aspiration is to catalyze holistic improvement and sustainable development for 1.7 million children and youth in Tanzania, with a special emphasis on those who are most vulnerable, by June

2027. Compassion International Tanzania is steadfast in its commitment to collaborating with the church, development organizations, government entities, and generous donors, all united by the common goal of ushering holistic development into the lives of children, youth, and their families, while safeguarding the well-being of our dedicated staff.

Our Neighbor Promise draws inspiration from the firm foundation laid by our preceding three-year strategy, FY 2020-2022, which enabled us to continue our vital work in child and youth development. We are profoundly moved by the remarkable efforts of the CIT Board, our exceptional staff, and our faithful church partners who have played an invaluable role in liberating children from the clutches of poverty. Gratitude is also extended to our partner organizations, government bodies, and donors whose unwavering love and commitment have propelled us towards the realization of our previous strategy. We earnestly hope that your dedication and enthusiasm for our holistic child development mission, particularly with this new strategy, will continue to multiply and thrive.

Informed by both internal insights and external landscapes, we firmly believe that this strategy represents the optimal path to addressing the root causes of poverty and achieving our aspirational goals for the betterment of children, families, and communities. Through **Our Neighbor Promise**, CIT, in partnership with our dedicated church allies, is prepared to take bold, transformative actions aimed at breaking the chains of poverty that constrain so many children. This strategy is a call to work even more closely and deliberately with communities, families, organizations, government bodies, and other stakeholders to confront the critical challenges that children and youth face.

To all who are invested in the success of this strategy, you are, indeed, **Our Neighbor**. We want to assure you of our unwavering commitment and enthusiastic collaboration in the noble endeavor of “releasing children from poverty.”

Together, let’s turn **Our Neighbor Promise** into a resounding reality!

With profound gratitude to you and almighty God,





INTRODUCTION

Tanzania has registered commendable strides in improving access to healthcare, lowering child mortality rates, expanding access to free primary education, boosting enrollment rates in both primary and secondary education, and executing targeted social protection initiatives for impoverished households.

However, child development in Tanzania faces a complex landscape influenced by a combination of factors, including socioeconomic disparities, limited access to quality education and healthcare, and harmful sociocultural practices. This East African nation is home to a youthful population, with over 40% of its people under the age of 15, highlighting the importance of addressing child development issues for the country's future.

One of the primary challenges in Tanzania is access to quality education. While primary education is officially free and compulsory,

numerous barriers hinder children from attending school regularly. These barriers include long distances to schools, lack of proper infrastructure, and poverty-driven factors such as the need for children to work to support their families. Consequently, a significant number of children do not complete primary education, leading to a cycle of limited opportunities and poverty.

Healthcare is another critical aspect of child development. Tanzania faces challenges in providing accessible and quality healthcare services, especially in rural areas. Infant and child mortality rates persist due to preventable diseases, malnutrition, and inadequate maternal healthcare. Malnutrition remains a pressing issue, impacting physical and cognitive development in many children.

Harmful sociocultural practices also influence child development in Tanzania. Early marriages, female genital mutilation, and child labor are

prevalent in certain regions, affecting children's well-being and limiting their educational and personal development opportunities.

Efforts to improve child development in Tanzania are underway. The government, along with NGOs and international organizations including Compassion International, is working to enhance educational infrastructure, increase access to healthcare, and promote child protection. Programs aimed at reducing poverty, enhancing gender equality, and sensitizing communities to the importance of education and healthcare have shown promising results.

While these challenges persist, concerted efforts from government and non-governmental organizations, as well as changes in societal norms, offer hope for a brighter future for Tanzanian children. Addressing these issues is essential not only for the well-being of individual child but also for the country's overall development and prosperity.

It is in this context that Compassion International Tanzania developed the 5 years strategy.

Why This Strategy?

Compassion International Tanzania's 2023-2027 strategy is grounded in the recognition that Tanzania continues to grapple with significant socioeconomic challenges that directly impact the well-being of children and youth. This strategy builds upon the foundation of our previous three-year efforts, while also aligning closely with our overarching global strategy. Furthermore, it is thoughtfully informed by Tanzania's Third Five-Year National Development Plan for the years 2021/22 - 2025/26.

We hold a strong belief that this strategy is well-positioned to make a meaningful contribution towards the realization of the Sustainable Development Goals. By effectively addressing the impediments that hinder children's development and by nurturing lasting, positive change in the lives of vulnerable Tanzanian children, we aim to empower Tanzania's future and create a brighter, more promising tomorrow for all.



The Health, Nutrition, and WaSH

Compassion International Tanzania recognizes that Health, Nutrition, and Water, Sanitation, and Hygiene (WaSH) are pivotal in our mission to release children, families, and communities from poverty. That's why these areas hold a central place in our 2023-2027 strategy. In this sector, our strategy aims to bolster the well-being of children, youth, and caregivers by fortifying their access to and utilization of sustainable health, nutrition, and WaSH systems.

To achieve this noble objective, Compassion International Tanzania, in close collaboration with our dedicated church partners, will be focusing on the following key outcome areas:

- **Reducing Vulnerability to Communicable Diseases:** By facilitating increased, sustainable access to safe and clean water and promoting proper sanitation

and hygiene practices, we aim to significantly lower households' susceptibility to communicable diseases. Ensuring safe water and improved sanitation are fundamental steps towards better health outcomes.

- **Improving Maternal, Newborn, Infant, and Young Child Health:** Through increased access to Maternal, Newborn, and Child Health (MNCH) services, enhanced nutrition, and effective prevention and management of childhood illnesses, we seek to improve the health status of mothers, infants, and young children. Healthy beginnings pave the way for brighter futures.
- **Enhancing Healthcare Access:** We are committed to improving the health of children, youth, and caregivers who are experiencing ill-health conditions. This will be achieved by facilitating increased access to and utilization of adequate

healthcare services, ensuring that no one is left behind when it comes to essential medical care.

- **Promoting Sexual and Reproductive Health among Youth:** Recognizing the importance of informed choices and reproductive health, we will focus on enhancing the Sexual and Reproductive Health of youth, empowering them to make responsible decisions about their well-being.
- **Strengthening Youth Mental Health:** Mental health is a critical aspect of overall well-being. Our strategy includes initiatives to improve youth mental health, equipping them with resilience to manage stress, depression, and thoughts of suicide.
- **Increasing Access to HIV/AIDS Services:** Compassion International Tanzania is dedicated to expanding access to and utilization of HIV/AIDS services, encompassing prevention, treatment, care, and support, for children, youth, and caregivers.
- **Reducing Morbidities and Mortalities from Non-Communicable Diseases:** We aim to significantly reduce morbidities

and mortalities related to non-communicable diseases among program participants and caregivers through targeted interventions and awareness initiatives.

Our comprehensive approach to Health, Nutrition, and WaSH reflects our unwavering commitment to addressing the holistic needs of children, youth, and families, ultimately breaking the cycle of poverty and promoting a brighter and healthier future for all.

Core Approaches:

- Ecological Model
- Case Management Approach
- Integrated Behavioral Model (WaSH)
- Nurturing Care Group
- Mkoba wa Siku 1000- TFNC
- Health Belief Model





Livelihood



Livelihood

In our strategy, Compassion International Tanzania places a strong emphasis on empowering households, recognizing that economic stability and diverse economic activities improve family well-being. Our focus aims to enhance food and nutrition security while building resilience to climate change. To achieve this, Compassion International Tanzania, in partnership with church partners and the government at different levels, will concentrate on the following outcome areas:

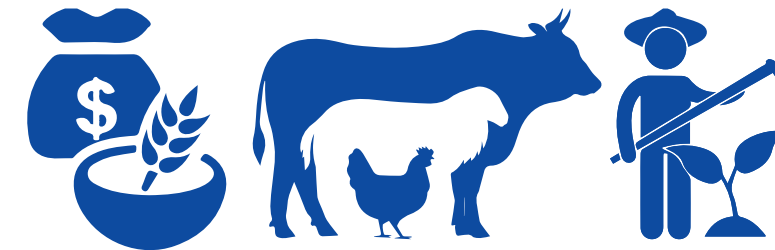
- **Enhancing Crop and Livestock Production:** We will promote improved agricultural practices to increase households' crop and livestock production, ensuring food security.
- **Boosting Income Through Diversified Income Generation:** By supporting households in engaging with a variety of income-generating activities (IGAs), we aim to increase their income and financial stability.

- **Strengthening Disaster Mitigation and Adaptation:** Empowering households with the skills and resources for disaster mitigation and adaptation will enhance their resilience in the face of climate-related challenges.
- **Improving Natural Resource Management and Environmental Resilience:** Our strategy includes initiatives to improve natural resource management and enhance environmental resilience, ensuring sustained benefits to communities.

This holistic approach to livelihood development underscores our commitment to empowering households, ultimately fostering greater economic stability and resilience in the face of changing climates and economic challenges.

Core Approaches:

- Savings Group Model
- Building Sustainable Livelihoods (BSL)
- Fikiri Riziki Model
- Qavah - Disaster Resilience





Education and Youth Empowerment



Education and Youth Empowerment

In our 2023-2027 strategy, Compassion International Tanzania underscores the vital role of education in empowering communities and future generations. Our objective is to empower vulnerable children and youth through education, vocational training, and income-generating activities, equipping them to become economically self-sufficient and responsible citizens. To realize this goal, Compassion International Tanzania, in partnership with church organizations, will focus on the following key outcome areas:

- **Enhancing Access to Quality Education:** We are committed to improving the quality of education and ensuring equitable access for children and youth, thereby equipping them with the skills needed for employment and economic self-sufficiency.
- **Promoting Youth Engagement in Income-Generating Activities:** By encouraging youth to engage in income-generating activities, we aim to empower them to achieve self-sufficiency, fostering independence and financial stability.

- **Fostering Positive Youth Influence:** Our strategy includes initiatives to increase the number of youth who positively influence their communities, contributing to broader community development.

Through these focused efforts, Compassion International is dedicated to providing children and youth with the tools and opportunities they need to build a brighter future for themselves and their communities. Education and empowerment are key drivers of lasting change and self-sufficiency.

Our Core Approaches:

- YOD - Your One Degree
- Qavah - Youth as Agents of Change
- PYD - Positive Youth Development
- Jethro Principles





Child Protection and Nurture



Child Protection and Nurture

Compassion International Tanzania's strategy is resolute in its commitment to child protection, aiming to prevent, respond to, and restore children from violence, abuse, neglect, and exploitation. Simultaneously, it strives to empower communities to provide children with opportunities to manifest God's presence in their lives. To realize these objectives, Compassion International Tanzania, working closely with church partners, government, communities along with other neighbors will prioritize the following key outcome areas:

- **Transforming Mindsets and Behaviors:** We will actively work to transform household and community mindsets and behaviors, ensuring that violence against children, both boys and girls, is vehemently opposed.
- **Promoting Positive Parenting:** We are dedicated to promoting positive parenting practices that create safe environments for children and youth, fostering their growth and well-being.
- **Strengthening Systems and Structures:** Through advocacy and policy influence, we will collaborate to strengthen systems, structures, and coordination, ensuring quality, justice, equity, and protection for children and their families.

- **Nurturing Committed and Engaged Citizens:** Our strategy includes initiatives to nurture children and youth, encouraging their commitment and active engagement in their communities.
- **Providing Opportunities for Realizing Potential:** We will provide children and youth with opportunities to demonstrate their God-given potential, empowering them to lead fulfilling and God-fearing lives.

This comprehensive approach to child protection and spiritual development underscores our unwavering commitment to ensuring the safety, well-being, and spiritual growth of every child, regardless of gender, while simultaneously fostering positive change within their communities.

Core Approaches:

- Parenting without Violence
- Celebrating Families



Partner Development



Partner Development

Compassion International Tanzania's strategy for 2023-2027 places a strong emphasis on collaborating with church partners throughout Tanzania. A central pillar of this strategy is the enhancement of their capabilities. Our objective is to empower Frontline Church Partners (FCPs) to take greater ownership, mobilize resources effectively, and build the capacity necessary for the sustainable management of holistic child and youth development programs.

By investing in the development of our church partners, we aim to:

- **Foster Ownership:** We want FCPs to have a deep sense of ownership and commitment to the mission of holistic child and youth development. This includes empowering them to take a lead role in designing, implementing, and overseeing these initiatives.
- **Resource Mobilization:** We are dedicated to equipping FCPs with the skills and knowledge needed to mobilize resources efficiently. This encompasses financial resources, volunteer support, and community involvement to ensure the longevity of our programs.

- **Capacity Building:** To achieve sustainable child and youth development, FCPs need the capacity to adapt and grow. We are committed to providing training, mentorship, and tools that will enable them to continually improve their programs and services.

Our partnership development strategy seeks to create a mutually beneficial relationship where FCPs are equipped to independently manage and expand their ministry while upholding the core values and objectives of Compassion International. Through this approach, we aspire to make a lasting impact on the lives of children and youth in Tanzania.

Our Approaches

- Church Facing Team Model
- Program Cycle
- Qavah

Organizational Effectiveness and Sustainability

In line with Compassion International Tanzania's 2023-2027 strategy, our primary goal is to enhance organizational effectiveness and sustainability to better achieve our development outcomes. To attain this objective, Compassion International Tanzania will concentrate on the following key outcome areas:

- **Improving Staff Engagement, Development, and Performance:** We recognize that our most valuable asset is our team. By investing in our staff's engagement, development, and performance, we aim to create a more motivated and skilled workforce. This will not only improve our capacity to deliver our programs effectively but also foster a culture of excellence and continuous improvement within the organization.
- **Strengthening Internal Systems, Policies, and Processes:** We are committed to refining and

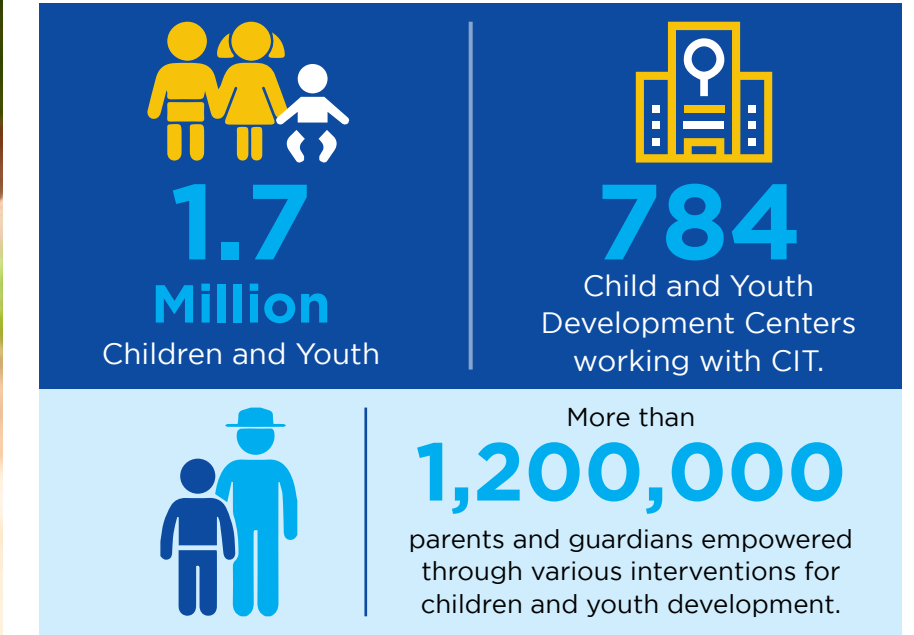
strengthening our internal systems, policies, and processes to ensure that program delivery is as effective and efficient as possible. This includes streamlining administrative procedures, enhancing data management, and ensuring compliance with best practices and regulations. These improvements will enable us to make the most of our resources and deliver better outcomes for the communities we serve.

- **Enhancing Strategic Partnerships:** Collaboration is a cornerstone of our strategy. We aim to forge strong and mutually beneficial partnerships with like-minded organizations, government entities, and media outlets. By working together, we can leverage each other's strengths, resources, and expertise to achieve our shared development objectives. This collaborative approach will extend our reach and impact in neighboring communities, ultimately benefiting a larger number of children and youth.



Our Desired Impact

Compassion International Tanzania (CIT) goal is to contribute to the holistic improvement and sustainable development of **1.7 million** children and youth - especially the most vulnerable in Tanzania by June 2027.



Our strategy puts in place an M&E plan which is a systematic framework for assessing strategy progress, effectiveness, and impact. It will guide data collection, analysis, and decision-making, aiding us in identifying improvements and staying aligned with objectives.



Our Foot Print


Compassion International Tanzania's 2023-2027 strategy is focused on forging stronger partnerships with both the government and church partners. This collaborative effort will enable the organization to expand its programs into new districts and regions, particularly in the southern part of the country. Additionally, there will be an emphasis on increasing the number of sponsorships in the areas where Compassion International is currently operating. This strategic approach is aimed at extending the reach and impact of the organization's initiatives, ultimately benefiting more children and families in need across Tanzania.

Currently, Compassion International Tanzania collaborates with over 550 church partners and government across multiple levels to orchestrate child and youth development initiatives in 21 regions encompassing over 80 districts. Our direct sponsorship reaches beyond 115,000 vulnerable children, making a profound impact on their lives.

Our Neighbor Promise

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Releasing children from poverty
Compassion[®]
in Jesus' name