



ANNUAL REPORT 2025

I MUST
FINISH
WHAT I START

**IMPACT REPORT AND FINANCIAL PERFORMANCE OF
SHEEO NGO FOR THE YEAR ENDED DECEMBER 31, 2025.**



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MESSAGE FROM EXECUTIVE DIRECTOR

The year 2025 marks another important milestone in the journey of SHEEO NGO Tanzania as we continue advancing our mission of empowering rural adolescent girls with education, life and practical skills, and economic opportunities to build resilient, self-reliant futures and strengthen their communities.

Through the implementation of our key initiatives, Supporting Her Education for Her Autonomy (SHEHA), Enriching Neediest Brilliant's Girls Dreams (ENBGD), and Her Right to Decide for Her Future (HRDF), we have continued to remove barriers that prevent girls from accessing quality education and realizing their full potential. These initiatives have supported vulnerable girls to remain in school, empowered adolescents with knowledge and life skills, and strengthened community awareness on gender equality and the rights of girls.

In 2025 alone, our programs supported dozens of vulnerable adolescent girls with educational sponsorships and mentorship, while reaching thousands of adolescents with SRHR education and leadership opportunities in rural secondary schools. These achievements demonstrate the power of partnerships, community engagement, and sustained commitment to empowering adolescent girls.

While we celebrate these achievements, we also remain mindful of the challenges that persist. Many girls and young women in rural communities still face barriers such as poverty, cultural norms, and limited access to educational resources. Addressing these challenges requires continued collaboration with communities, government institutions, and development partners.

Looking ahead, we remain committed to expanding our programs, strengthening partnerships, and mobilizing more resources to ensure that every girl and young woman has the opportunity to access education, develop leadership skills, and make informed decisions about her future. Our vision is to create a world where every rural girl has the power to lead, choose, and thrive in a resilient community.

As you read this annual report, I invite our partners, supporters, and stakeholders to continue walking this journey with us. Your support makes it possible for us to transform the dreams of girls and young women into reality and create lasting change in the communities we serve.

Together, we can build a future where every girl and young woman has the opportunity to learn, lead, and thrive.

Miss. Gloria Oswald Rwegoshora
Executive Director, SHEEO NGO.



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ABOUT SHEEO NGO

The year 2025 marked 5 years of Solidarity for Her Education and Empowerment Organisation (SHEEO NGO) operations in Tanzania since it was established in 2020. Founded on April 11, 2020 by five young people from poor rural backgrounds, SHEEO was originally called Awakening Horn for Inclusive Rural Development (AHIRD) before changing its name in February 2024 to better reflect its focus on girls. As a girl-centered and community-driven initiative, SHEEO restores hope and carries the voices of marginalized and underrepresented adolescent girls in rural Tanzania by empowering and supporting them through education, life and practical skills development, and economic opportunities that build self-reliance, resilience, and capacity to transform their communities.

OUR VISION

“A world where every rural girl has the power to lead, choose, and thrive in a resilient community.”

OUR MISSION

“To empower rural adolescent girls with education, life and practical skills, and economic opportunities to build resilient, self-reliant futures and strengthen their communities.”

1.2 Our values

- 1 Girl-Centered Action**
- 2 Education and Innovation**
- 3 Integrity and Accountability**
- 4 Community Partnership and Ownership**
- 5 Equality, Equity, and Justice**
- 6 Resilience and Self-Reliance and finally, Safeguarding and Integrity.**

02

YEAR IN REVIEW: HIGHLIGHTS

79 girls

supported through the SHEHA Project with school supplies and menstrual hygiene support.

6 academically gifted girls

The ENBGD Project received full scholarships, mentorship, and leadership coaching.

3,000 adolescents

empowered through 20 HRDF Project advocacy and awareness workshops on SRHR, bodily autonomy, and gender equality.

18 educational

mentorship, leadership, and life skills training sessions held for 1,000 SHEHA project beneficiaries, enhancing their confidence and resilience.

62 home visits

and 6 stakeholder meetings were conducted, strengthening local support networks for girls' education.



03

OUR 2025 ACHIEVEMENTS, CHALLENGES, LESSONS LEARNED AND OPPORTUNITIES

3.1 Our 2025 achievements

In 2025, SHEEO NGO made significant strides in empowering rural adolescent girls across Tanzania. Through targeted interventions, we increased access to education; strengthened girls' participation in leadership and feminist movements within school communities; increased access to Sexual and Reproductive Health and Rights (SRHR) and bodily autonomy; and provided institutional strengthening. These four key result areas highlight the tangible impact of our work, the milestones achieved, and the lasting change fostered in the communities we serve.

MILESTONE AS PER THEMATIC AREA:

Key Result Area 1: Increased access to education and scholarship support for impoverished rural adolescent girls.

This year, SHEEO built upon its ongoing holistic support model, which combines financial, academic, and personal development support, to significantly increase access to education for girls from disadvantaged rural communities. While previous years provided scholarships, mentorship, and life skills programs, in the year 2025 the organization expanded both the reach and depth of support.

As a result of this comprehensive approach, 79 girls under the SHEHA Project were able to remain in school and fully participate in learning activities, while 6 academically gifted girls under the ENBGD Project received scholarships and leadership coaching that enabled them to excel academically. By tackling financial, educational, and personal challenges simultaneously, SHEEO's holistic support model directly contributed to higher enrollment, improved retention, strengthened self-confidence, and empowered girls to pursue academic excellence and future leadership.



SHEHA project Beneficiaries at Bukandwe Sec School are posing with their new scholastic materials and MHM products.



Key Result Area 2: Strengthened girls' participation in leadership and feminist movements within schools and communities.

SHEEO continued to actively promote adolescent girls' leadership and engagement in feminist initiatives within school communities by empowering girls to use structured platforms and opportunities available in schools, enabling them to take initiative, voice their opinions, and participate in decision-making. These platforms, including peer education clubs, student councils, debate forums, awareness campaigns, and mentorship circles, provided spaces where girls could discuss school and community issues, advocate for their rights, and challenge discriminatory practices and customs.

Through these platforms, and with ongoing mentorship, leadership coaching, and life skills training, over 1,000 girls in 6 rural public secondary schools continuously developed confidence, critical thinking, and advocacy skills, gradually becoming emerging feminist leaders.



Key Result Area 3: Increased access to Sexual and Reproductive Health and Rights (SRHR) and Bodily Autonomy.

In 2025, SHEEO empowered 3,000 adolescents in 4 rural schools to access comprehensive information on SRHR, bodily autonomy, and gender equality through youth-friendly platforms, particularly student-led advocacy initiatives such as peer advocate clubs and awareness campaigns, supported by coaching and guidance workshops led by mentors. Unlike traditional top-down approaches where information is delivered passively by adults, these youth-led platforms allowed adolescents to take ownership of their learning, actively organize discussions, lead peer campaigns, and engage classmates in meaningful conversations. This participatory approach created safe spaces for open dialogue, ensured relevance to adolescents' real-life experiences, fostered sustained engagement, and contributed to the elimination of early marriages and pregnancies and improvements in academic performance in participating schools.



Key Result Area 4: Institutional Strengthening

Institutional strengthening is key to the successful implementation of SHEEO's programs. For SHEEO, this means building robust systems and organizational capacity to deliver impactful and sustainable interventions that empower rural adolescent girls while ensuring effective management of resources and programs. At the organizational level, SHEEO has continued to strengthen internal systems to support sustainable growth, improve program delivery, and enhance monitoring and evaluation processes. This includes developing strategies for resource mobilization to secure sustainable funding, diversify income sources, build strong relationships with partners and donors, and ensure long-term organizational stability.



SHEEO has also prioritized capacity building for its team. For instance, at different times, SHEEO both participated in and organized learning events and workshops, bringing staff, mentors, community stakeholders, and like-minded organizations together to exchange lessons learned, share experiences, and address challenges faced during program implementation. These events have strengthened skills in team building, leadership, problem-solving, communication, and emotional intelligence, ensuring that the SHEEO team is equipped to implement gender-transformative programs effectively and sustainably.

Through these institutional strengthening efforts, SHEEO has enhanced its ability to deliver high-quality programs, support its staff, and ensure the long-term sustainability and impact of its work in empowering girls and young women.



3.2. Challenges

In implementing projects in 2025, SHEEO encountered few challenges, which were addressed in various ways.

PROGRAMMATIC CHALLENGES

1 Limited access to rural schools and communities

The absence of a dedicated office vehicle, coupled with long distances and limited infrastructure in rural areas, constrained the mobility of the SHEEO team and affected the timely and consistent delivery of programs to girls in remote communities.

2 Cultural and Social Resistance

Traditional gender norms and community perceptions occasionally constrained girls' participation in leadership, SRHR discussions, and feminist initiatives.

3 Insufficient funds

Due to insufficient funds available across all projects, SHEEO was not able to accomplish an implementation of the 2025 Annual Work Plan, affecting the overall reach and impact of its programs.

3.3 Lessons learned

Throughout the implementation of SHEEO's programs and interventions in 2025, valuable lessons were gained that will inform and improve future program design, delivery, and impact.

1 Endurance and Flexibility

Implementing programs that aim to transform gender norms and promote girls' leadership is not a straightforward process; it requires patience, perseverance, and flexibility to achieve tangible outcomes. Changes in perceptions, behaviors, and systems rarely happen quickly, and it takes time for students, teachers, and community actors to internalize new concepts, recognize benefits, and understand the potential challenges of adopting a "new normal." For example, addressing the gender gap in schools required raising awareness and building understanding of gender equality by using evidence to demonstrate its importance rather than only speaking about it in theory. Since changing school practices and community norms is gradual, endurance and flexibility were essential in advancing girls' leadership and empowerment.



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STORIES OF CHANGE

Story 1: Dreams realized: Four years of SHEEO's journey with rural girls.

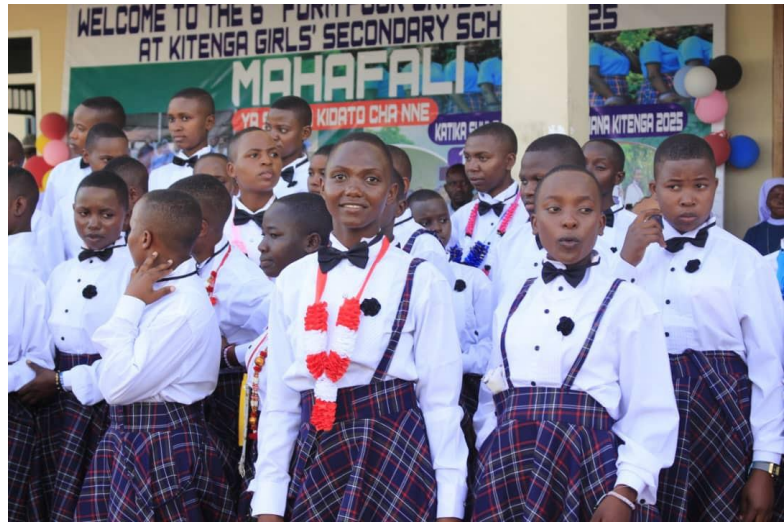
Four years ago, SHEEO was very young, just beginning its mission to empower impoverished rural adolescent girls. At that time, the organization reached a group of over 200 secondary school girls facing significant barriers to continuing their education. Many came from families with limited resources, lacked school supplies, and had to walk long distances to school. Some were even at risk of being married off early, while others faced challenges that could have forced them to drop out entirely. SHEEO itself did not know how far these efforts could go, but the organization committed to supporting them anyway.

Through the SHEHA and ENGBD projects, SHEEO provided scholarships, school supplies, menstrual hygiene materials, and ongoing mentorship, leadership coaching, and life skills training. The girls engaged in mentorship circles, peer advocate clubs, and leadership sessions, gradually building confidence, resilience, and determination to pursue their education despite the many obstacles.

In 2025, after four years of sustained support, these girls proudly graduated from secondary school, many with strong academic results and a renewed sense of hope for the future. From being at risk of dropping out or early marriage to becoming emerging leaders, they embody the transformation that is possible when persistent effort, guidance, and belief in young girls' potential come together.

Today, these graduates are not only academic achievers; they are role models, advocates, and inspirations to other girls

in their communities. Their success reflects both the girls' perseverance and the early struggle and determination of SHEEO as a young organization committed to making a lasting impact.



Story 2: Breaking Traditions, Building Leaders: SHEEO's Impact on Adolescent Girl.

In many rural communities where SHEEO works, centuries-old customs and social norms continue to limit girls' and women's opportunities, reinforcing early marriages, gender-based restrictions, and unequal access to education and leadership. These harmful practices still exist, creating daily challenges for adolescents.

Since 2023, through the Her Right to Decide for Her Future (HRDF) Project, SHEEO NGO, in collaboration with community development stakeholders, has been addressing these challenges by changing community mindsets on gender equality, positive masculinity, Sexual and Reproductive Health and Rights (SRHR), and bodily autonomy, shifting these topics from being seen as taboos to being recognized as fundamental freedoms.

The impact of these efforts has been gradual over the years, but in 2025 the results were clearly visible. Students who were once shy or hesitant to discuss these issues are now confidently advocating for themselves and their peers. Through student-led advocacy initiatives, such as peer advocate groups, awareness campaigns, and mentorship circles, complemented by coaching and guidance workshops facilitated by mentors, adolescents gained safe spaces to discuss SRHR, bodily autonomy, and gender equality, lead peer campaigns, and foster positive relationships among boys and girls.

Teachers in partner schools have observed profound changes in adolescents' behaviors. One head teacher shared, *"Students who were once strangers or even rivals now support each other, showing real brotherhood and sisterhood. Girls are no longer invisible; they are active, empowered, and safe."* The teacher further added, *"In today's world, where moral guidance is often lacking, SHEEO has played a major role in shaping our students, teaching them respect and positive values."*

As a result, the project has fostered responsible, empowered, and socially conscious students, creating safer and more supportive school environments.

While harmful traditions persist, SHEEO's HRDF Project demonstrates that even a young and growing organization can achieve measurable, transformative change.



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LOOKING AHEAD: SHEEO IN 2026

As SHEEO moves into 2026, the organization remains committed to expanding access to quality education, mentorship, and leadership opportunities for rural adolescent girls.

Building on the achievements of 2025, SHEEO plans to strengthen youth-led advocacy initiatives, life skills programs, and gender equality awareness, while scaling up support to reach more girls at risk of dropping out or early marriage.

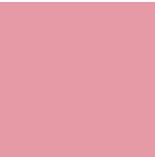
SHEEO also aims to deepen partnerships with schools, communities, partners, and stakeholders to create safer, more inclusive, and empowering environments for adolescent girls. With continued focus on nurturing confident, resilient, and socially responsible young leaders, the organization envisions a future where every girl in its programs can thrive academically, socially, and personally and serve as a catalyst for positive change in their communities.

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ACKNOWLEDGEMENTS

SHEEO extends heartfelt gratitude to all its partners, Girls' Education Collaborative (GEC), Population Connection (PC), and Compasio Global Child Advocates, individual donors; mentors; teachers; parents; and community leaders whose unwavering support made these achievements possible. Special thanks to the girls and boys who actively participated in our programs, demonstrating courage, curiosity, and determination to learn and lead.





FINANCIAL PERFORMANCE

INCOME SOURCES	UNIT	COST PER UNIT IN US \$	INCOME AMOUNT EXPECTED AND BUDGETED FOR THE FISCAL YEAR 2025 IN US \$	ACTUAL INCOME AMOUNT COLLECTED AS AT DECEMBER 31, 2025 IN US \$
Annual subscription from SHEEO NGO Members				
Annual contribution from SHEEO NGO Members	20 People	249	4,980	4,980
Grants from existing partners of SHEEO				
Grants from Girls Education Collaborative for SHEHA project	1	24,036	24,036	18,000
Grants from Population Connection for HRDF project	1	36,720	36,720	10,000
Additional funding from Girls Education Collaborative for ENBGD Project	1	2,254	2,254	1,615
Donation from individuals and Companies				
Compasio Global Child Advocates USA&CANADA	1	3,000	3,000	3,000
Deborah Mayor through Compasio Child Advocates	1	250	250	250
Tanzam Limited Company Tanzania	1	1,658	1,658	1,658
Proceeds collected from 1,700 charity support appeal cards distributed to 1,700 business owners in Mwanza city in April and May 2025		26,000	26,000	23,383
TOTAL INCOME AMOUNT BUDGETED FOR THE 2025 IN US \$			98,898	
TOTAL INCOME AMOUNT COLLECTED FOR THE 2025 IN US \$				62,886

EXPENDITURES	UNIT / TIMEFRAME OF THE EXPENDITURE	COST PER UNIT IN US \$	EXPENDITURE AMOUNT ALLOCATED FOR THE ANNUAL BUDGET OF 2025 IN US \$	ACTUAL AMOUNT SPENT FROM THE SUM ALLOCATED FOR THE ANNUAL BUDGET AS AT DECEMBER 31,2025 IN US \$
Administration and operations expenses				
Office rent	12 months	83	996	996
Internet and communications	12 months	95	1,140	1,140
Stationeries	12 months	95	1,140	1,140
Permanent volunteers and staff allowances	12 months	912	10,944	10,944
Transport for field works	12 months	207	2,484	2,484
Electricity	12 months	21	252	252
Security	12 months	83	996	996
Casual labor	12 months	24	288	288
Office equipment and maintenance	2 terms	622	1,244	1,244
Staff capacity-building initiatives	Quarterly	829	3,316	3,316
Miscellaneous costs	12 months	83	996	996
SUB-TOTAL (1)			23,796	23,796
Programs/projects activities expenses				
Supporting Her Education for Her Autonomy - SHEHA Project activities expenses	Quarterly	6,209	24,836	24,836
Her Right to Decide for Her Future - HRDF Project activities expenses	Quarterly	3,000	12,000	12,000
Enriching Neediest Brilliants Girls' Dreams- ENBGD Project activities expenses	2 terms	1,127	2,254	2,254
SUB-TOTAL (2)	X	X	39,090	39,090
GENERAL TOTAL EXPENDITURES BUDGETED FOR THE FINANCIAL YEAR 2025 IN US \$	X	X	98,898	X
TOTAL AMOUNT REVENUE AS AT DECEMBER 31,2025 IN US \$	X	X	X	62,886
TOTAL AMOUNT SPENT FOR THE FISCAL YEAR 2025 AS AT DECEMBER 31,2025 IN US \$	X	X	X	62,886
TOTAL ANNUAL BUDGET DEFICIT AS AT DECEMBER 31, 2025 IN US \$				36,012

**“SHEEO NGO
STANDS FOR HER TO
LIVE AND THRIVE.”**



SHEEO