



ANNUAL REPORT 2023



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A WORD FROM OUR VISIONARY



**RETIRED BISHOP DR. SIMON
E. CHIWANGA**

“
The environmental challenges we face today are complex, but there is hope. With your continued support, we can build a more sustainable future for generations to come. The health of our environment is a shared responsibility, and we invite you to join us in taking action. Whether it's volunteering your time, advocating for change, or making sustainable choices in your daily life, every contribution makes a difference.

Thank you for being a part of the solution!

”

Dr. Simon Chiwanga

A WORD FROM THE BOARD CHAIRMAN



MR. CONSTANTINE LIFULIRO

Dear Friends,

As I reflect on 2023, a year marked by both significant environmental challenges and inspiring progress, I am filled with a profound sense of gratitude for your continued support of the LEAD Foundation.

The urgency of the climate crisis and the accelerating pace of environmental degradation are undeniable. We witnessed devastating floods, record-breaking heatwaves, and an alarming loss of lives and properties.

These events serve as stark reminders of the interconnectedness of our planet and our well-being, and the critical role we all play in its future.

Despite these daunting realities, the LEAD Foundation made significant strides in 2023. We are delighted to begin our ambitious and rigorous impact evaluation of the role of trees in protecting agricultural workers from the health effects of extreme heat, while continuing to implement our ongoing projects and programs in the Dodoma, Singida, Arusha, and Manyara regions.

These achievements wouldn't have been possible without the dedication of our incredible team, passionate supporters, committed board members, and the guidance from AGM. I extend my deepest gratitude to each of you for your invaluable contributions.

As we move forward, we remain committed to our mission of promoting the best principles and practices of servant leadership, environmental restoration, and community transformation through training, consultancy, research, advocacy, and facilitation of community-initiated and led projects and programs within and outside Tanzania.

I invite you to explore the details of our 2023 achievements within this report. Witness the tangible results of your continued support and commitment. Together, we can build a more sustainable future for generations to come.

With unwavering optimism,

Mr. Constantine Lifuliro
Chair, Board of Directors

LEAD AT A GLANCE



LEAD is an acronym for;

- L** - Leadership,
- E** - Environment and
- A** - Action for
- D** - Development

With over a decade in action, LEAD Foundation, a local Tanzanian NGO currently in Central and Northern Tanzania tirelessly and passionately promote leadership formation, environmental conservation, and community development through the initiation of projects.

We are successfully restoring ecosystems and enhancing land productivity, particularly in arid areas through innovative nature-based solutions, such as Rainwater Harvesting and Farmer Managed Natural Regeneration (FMNR) also known as Kisiki Hai.

In 2023, we received global awards and gained recognition at global conferences, initiated our first research project and scaled up our projects in Singida

TOGETHER WE CAN MAKE DRYLANDS GREEN AGAIN

Our collaborative efforts, spanning more than 616 villages with a focus on Dodoma, Singida, Arusha and Manyara regions, regenerated over 18,000,000 trees and have empowered over 250,000 households through the guidance of around 3,000 Champion Farmers and collaboration with our amazing partners.

By equipping local communities with climate-resilient practices, we are bolstering food security and livelihoods in the face of environmental challenges.

LEAD FOUNDATION'S CONTRIBUTION TO SDGS

There are 17 SDGs and 169 targets in total. While they are all important and interrelated, the following are more relevant to our organization's areas of intervention.



MEET OUR BOARD OF DIRECTORS



Mr. Constantine Lifuliro
Chairperson



Dr. Faraja Mgaya
Secretary



Dr. Enid Chiwanga
Vice Chairperson



Dr. Michael Msendekwa
Member



Hon. Fatma Toufiq
Member



Mrs. Grace Mketo
Member



Adv. Hubert
Lubyama
Member



Bishop Simon Chiwanga
Member

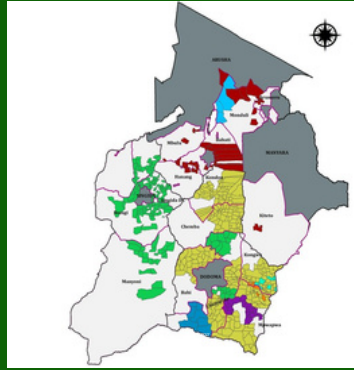
2023 IN FIGURES

Throughout 2023, we witnessed a remarkable journey marked by substantial advancements in our projects, significant strides in tree regeneration efforts, and notable expansion into previously untapped regions. The year was characterized by notable achievements, underscoring our commitment to growth and sustainability across various facets of our operations.



11

Projects and Programs



5

Regions active (Dodoma,
Singida, Manyara,
Morogoro and Arusha)



616+

Communities reached



3,000+

Champion farmers
trained



250,000+

Households engaged
and activated



18,000,000

Trees regenerated

OUR MAJOR RESTORATION METHODS



1. Kisiki Hai/ Farmer Managed Natural Regeneration (FMNR)

Kisiki Hai, is a Swahili name for Farmer Managed Natural Regeneration (FMNR), a technique used in environmental conservation and sustainable land management, particularly in arid and semi-arid regions. It involves the systematic regeneration and management of trees and shrubs from living tree stumps, sprouting root systems or seedlings, or in woody thickets by local farmers and communities.

We came up with this catchy name (Kisiki Hai) that translates to a living stump in English. The process typically begins by identifying and protecting existing root systems or stumps or naturally germinating seedlings of indigenous tree species that may be present in degraded or deforested areas.

Key principles of Kisiki Hai/FMNR include:

- **A Community-Led Approach:** Local communities are actively involved in the planning, implementation, and management of the regeneration process. This fosters a sense of ownership and responsibility among farmers, leading to greater long-term success.
- **Scalability and Replicability:** Kisiki Hai/FMNR has demonstrated adoption across various landscapes and contexts, from smallholder farms, homesteads, institutions to larger communal forests and rangelands. Its low-cost, simplicity and fast results makes it relevant to resource-constrained communities and adaptable to different socio-economic conditions.

In Tanzania, especially in semi-arid regions, LEAD has been at the forefront of efforts to expand tree restoration initiatives. Presently, the project is active in Morogoro, Dodoma, Singida, Manyara, and Arusha regions, resulting in the restoration of more than 18 million trees in the span of 6 years.

OUR MAJOR RESTORATION METHODS



2. Rainwater Harvesting (RWH) using Fanya Juu and Fanya Chini technique

Rainwater Harvesting conserves soil and water resources by preventing soil erosion and through retaining rainwater that would otherwise runoff or be lost to evaporation. This ensures availability of enough moisture and fertile soils used for tree growing and farming activities.

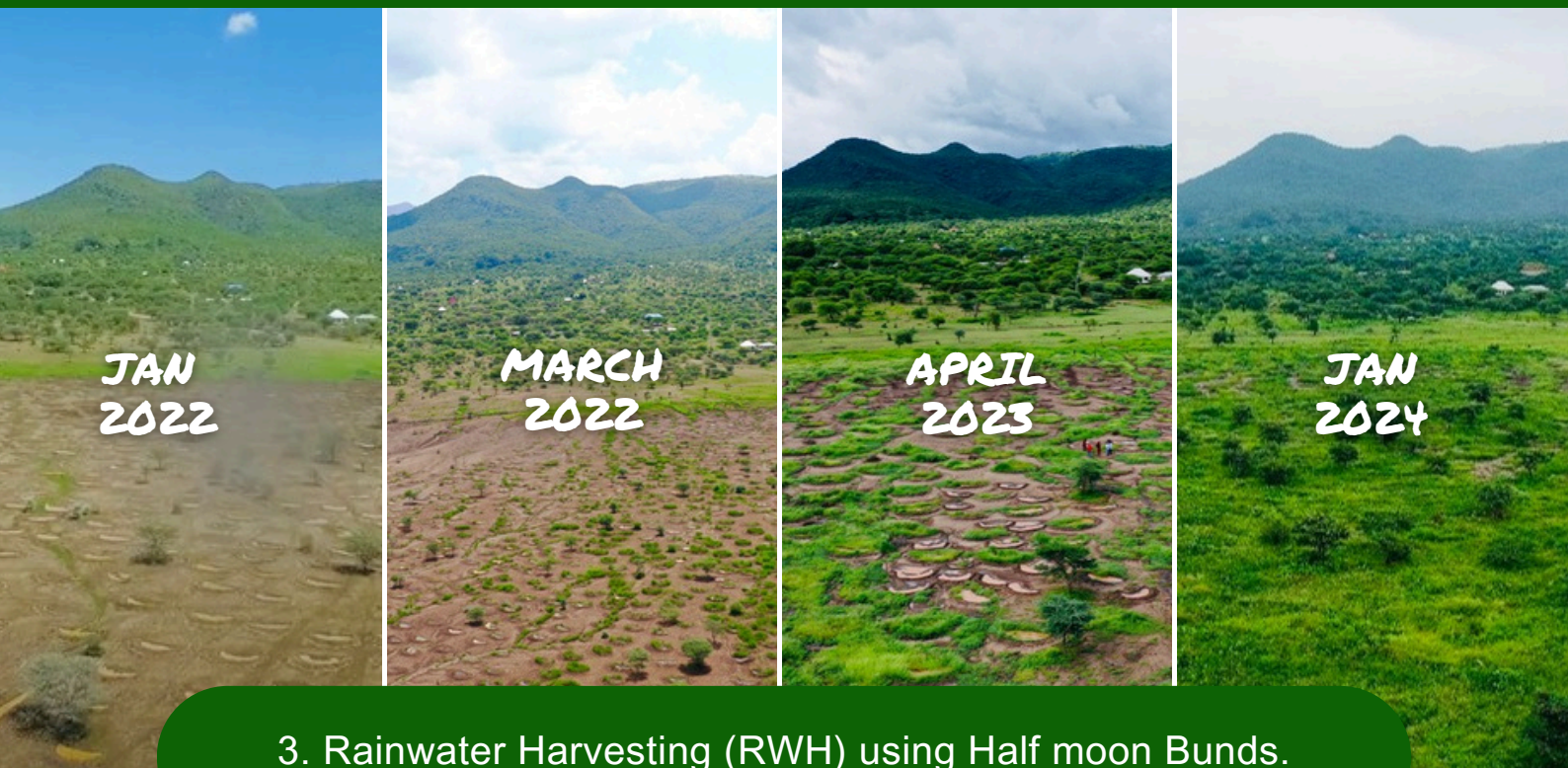
The “Fanya Juu Fanya Chini” method involves the digging of trenches and ridges on agricultural fields to combat soil erosion and ensure water availability for crops.

This technique consist of two types of trenches; (1) "Fanya Chini" translates to 'throw it downwards' is a trench constructed on the upper slope where the soil is piled across the farm to form a continuous ridge alongside the trenches. It catches runoffs coming uphill outside the farm, thereby preventing soil erosion and preserving the fertility of the farmer's land.

In contrast, (2) "Fanya Juu" translates to 'throw upwards', is a line of trenches vice versa of the former constructed at an optimal distance from Fanya Chini down the slope based on the steepness of the field. It functions in retaining rainwater and leveling soils between Fanya Chini and itself thereby forming bench terrace in that long term. The rain water in the trenches gets slowly percolates into the soil down the slope hence promoting moisture used by crops in the whole farm.

The benefits of this method are that it's cost saving and enables climate resilience as it protects natural water sources, soils and ecosystems in general therefore promoting environmental sustainability and forestry practices.

OUR MAJOR RESTORATION METHODS



3. Rainwater Harvesting (RWH) using Half moon Bunds.

Half-moon bunds are crescent-shaped structures built along the contour lines of the land to capture and store rainwater for restoration of bare lands. The shape and placement of the bunds ensures maximum water retention and minimum erosion. They are typically constructed using locally available materials such as soil, rocks, or sandbags.

These bunds are designed to slow down the flow of rainwater, allowing it to infiltrate into the soil which helps in recharging groundwater. The captured rainwater helps in increasing soil moisture promoting herbaceous growth in dry bare lands or compacted soils.

Using half-moon bunds for collecting rainwater is acknowledged as one of the cost-effective and eco-friendly way to improve water resilience, soil health, pasture and crop yields in areas where water is scarce. This simple but effective technique greatly helped farmers and communities in areas facing water shortages.



PROGRAMS AND PROJECTS OUTLINE



OUR APPROACH

The projects and programs emphasize four key catalysts:

1. Comprehensive stakeholder support through workshops aimed at raising awareness and building capacity at all levels.
2. A strong 'Training of Trainers' (ToT) program, selecting capable individuals from each targeted village to become greening champions and trainers within their communities.
3. Advocacy to establish village governments and officials that are courageous to address individuals who intentionally violate agreed-upon by-laws.
4. Engagement and inspiration of all villagers.

The projects and programs employ six distinct intervention areas:

1. Advocacy
2. Training of Trainers
3. Coaching of Champion Farmers
4. National and rural communication
5. Monitoring and Evaluation
6. Innovation

OUR PURPOSE

Our current projects and programs are designed to address the significant environmental degradation in Tanzania. Some of our goals are :

1. Being a center of excellence in equipping leaders and communities at various levels to enhance their passion, commitment and skills for good governance, environmental conservation and action-oriented development.
2. To enhance the capacity of village governments and community-based organizations for effective natural resources management.

To promote and support the overall Objectives of the Tanzania Vision 2025 and the Sustainable Development Goals.



OUR BENEFICIARIES

These projects and programs aims to create benefits for farmers, institutions and nature as a whole.

PROGRAMS AND PROJECTS OUTLINE



1. ADVOCACY

The projects and programs include an advocacy component where meetings with key regional and district stakeholders are held. The first meeting is a one-day workshop for regional stakeholders to introduce the program and gain political support in the region.

The second, crucial part of the advocacy occurs at the district level, as it closely interacts with the targeted beneficiaries. Workshops are conducted with district stakeholders, including ward and village leaders from all areas of the projects and programs. These meetings also involve top district officials such as the District Commissioner, District Executive Director, District Council Chairperson, District Environmental Officer, District Agricultural Officers, and local government leaders. Agricultural Extension Officers from all active wards are included in these meetings, and it is expected that village leaders will collaborate with them to manage and supervise the projects and programs locally. Their involvement is crucial for ensuring the program's sustainability after it concludes. District-level meetings are held at every stage of the program.

The initial meetings focus on introducing the projects and program and planning its implementation. Subsequent meetings in the second and third stages address the program's progress, share grassroots experiences regarding achievements and challenges from the previous year, tackle issues, set future directions, and develop sustainability strategies. Participants also discuss the importance of creating and enforcing effective environmental protection by-laws. Additionally, our field staff conduct frequent workshops in every village with representatives from various local institutions such as schools, dispensaries, churches, and mosques. These stakeholders are trained on the interventions, and plans for implementing these interventions within their institutions are developed. Coordinators conduct follow-up visits to these institutions throughout the project or program's duration.

Advocacy is an ongoing activity. In 2023 advocacy was done in all active villages and districts. It is implemented whenever opportunities arise and during interactions between field staff, village leaders, relevant stakeholders, and policymakers. Field staff also provide feedback on the program's progress and highlight areas needing support through by-laws.

PROGRAMS AND PROJECTS OUTLINE



2. TRAINING OF TRAINERS

The Training of Trainers (ToT) sessions are conducted in each district in the program for all champion farmers, and there are three levels of training:

Level 1: This basic ToT training introduces various greening techniques, such as Farmer Managed Natural Regeneration (FMNR) and Rainwater Harvesting (RWH), to champion farmers. These farmers will then teach their community members the knowledge and skills they have acquired. They also receive leadership training to effectively communicate and persuade their peers.

Level 2: The intermediate ToT training focuses on reinforcing the knowledge gained in Level 1 and further developing the champion farmers' skills. This includes sharing experiences, addressing challenges, and learning new techniques to ensure the program's success.

Level 3: The advanced ToT training equips champion farmers with the expertise and confidence to become greening specialists. This prepares them for self-sustainability and encourages them to spread the methods beyond their local areas. This level also covers topics such as climate change, community-based forest conservation, and sustainable tree harvesting.

Our organization has trained over 3,000 champion farmers in the Dodoma, Morogoro, Singida, Manyara and Arusha regions. With the assistance of village leaders, a rigorous selection and recruitment process identifies champion farmers from each village. These individuals must demonstrate a commitment to environmental conservation and agriculture and meet specific criteria. Selected champion farmers attend intensive five-day training sessions on FMNR and RWH, which includes both classroom instruction and practical field demonstrations. They also learn how to conduct monitoring and evaluation using a framework developed by LEAD Foundation and our partners. During training, they receive booklets for reporting purposes and are trained on how to document progress and submit monthly reports via SMS to field staff for monitoring and evaluation. Additionally, they develop work plans to guide their activities upon returning to their villages, aiming to reach a set target of households per village. In 2023, we successfully conducted ToTs involving more than 884 champions in Morogoro, Singida, Arusha, and Manyara.

PROGRAMS AND PROJECTS OUTLINE



2. TRAINING OF TRAINERS

Our Training of Trainers (ToT) sessions are greatly enriched by the invaluable contributions of our trainers hailing from diverse districts and regions. These sessions would not be possible without their commitment and participation.

We deeply appreciate the effort they put into setting aside time from their busy schedules and volunteering to be a part of this initiative. Their dedication and enthusiasm for imparting knowledge play a crucial role in the success of our program. Their willingness to share their expertise and insights with the champion farmers demonstrates a remarkable commitment to fostering growth and learning within the agricultural community.

We extend our heartfelt gratitude to all our trainers for their vital role in making our ToT sessions a meaningful and impactful experience for those involved.



PROGRAMS AND PROJECTS OUTLINE



3. COACHING CHAMPION FARMERS AND ENGAGING FARMERS

After training champion farmers, it is crucial to keep them motivated and engaged to ensure the adoption of Kisiki Hai and Fanya juu/Fanya chini techniques among their fellow farmers. Field staff play an essential role in achieving this. Each district employs at least one or more district coordinator as field staff to coach, mentor, and engage champion farmers and other farmers in their daily program activities. Besides coaching and mentoring champion farmers, coordinators conduct one-day training sessions for representatives of all institutions in each village, ensuring these institutions participate in the program by setting tree targets. Field staff also serve as a vital link between the projects or programs, local government authorities, and other relevant stakeholders in the district.

Coaching champion farmers is an ongoing activity, with field staff visiting each champion farmer in every village at least twice per quarter. During these visits, field staff verify figures in the farmers' booklets by randomly selecting practicing farmers and checking any doubtful figures. A short report of this activity is submitted via a digital Kobo form. Annual program impacts are shared through various platforms such as bulk SMS, flyers, and community gatherings.

In 2023, all active villages received coaching, each village has a demonstration plot as this raises awareness and provides opportunities for people to learn the techniques firsthand. Champion farmers, under the close supervision of the field staff manage the demonstration farms throughout the program period. Additional protection for the demonstration farms is provided by local by-laws.



PROGRAMS AND PROJECTS OUTLINE



4. NATIONAL AND RURAL COMMUNICATION

MOVIE ROADSHOW

Community sensitization events are held in all the program villages, these events are public gatherings that involve all villagers. During these events, an inspirational and educational Kisiki Hai documentary is shown, traditional dances are performed, and a brief training on regreening techniques is provided to the entire community. These events occur at least once a year over the three-year duration of the program. Each stage features a new documentary that reflects the training content of that stage's ToT training.

OTHER NATIONAL AND RURAL COMMUNICATIONS APPROACHES

We as LEAD Foundation and our partners utilize various media channels to promote awareness, inspiration, and action toward regreening through national and regional campaigns. This is made possible through our media partners such as radios, TV, billboards and print media. These campaigns, both regional and national, cannot be entirely pre-planned due to their opportunistic nature and reliance on the goodwill of media partners providing free media space.

Notably, educative radio programs have been broadcasted on various radios stations, including Dodoma FM and Sunrise FM, while our documentaries about our regreening techniques have been aired on TV stations like ITV.

Billboards have also been utilized in more than ten regions across Tanzania, including major cities like Dar es Salaam, Mwanza, Arusha, Mbeya, and Dodoma.

Ambassadors like artist Frida Amani are enlisted to inspire their followers on social media and at events. Rural communication methods such as murals, road signposts, and activation events have been implemented to expand reach, even beyond the Regreening program, using weekly bulk SMS updates and developing a radio program. The goal is to raise awareness about land restoration possibilities and motivate people to take action, acting as a multiplier for the program's other components.

In 2023, we conducted roadshows in 202 villages, with an attendance of over 100,000 farmers. These events took place in the districts of Chamwino, Bahi, and Kongwa in Dodoma region, as well as in Manyoni, Ikungi, Singida DC, and Mkalama in Singida region and in the Monduli district of Arusha region. Murals were painted in 84 villages across Singida and Dodoma region. Most of the active villages received promotional materials such as branded T-shirts, khangas, posters and brochures.

PROGRAMS AND PROJECTS OUTLINE



5. Monitoring and Evaluation

Our organization is dedicated to achieving results through a robust Monitoring, Evaluation, and Learning (MEL) framework that guides the realization of our end goals. We conduct baseline surveys, mid, and final evaluations to measure processes, outputs, and impacts, with indicators reported at varying intervals.

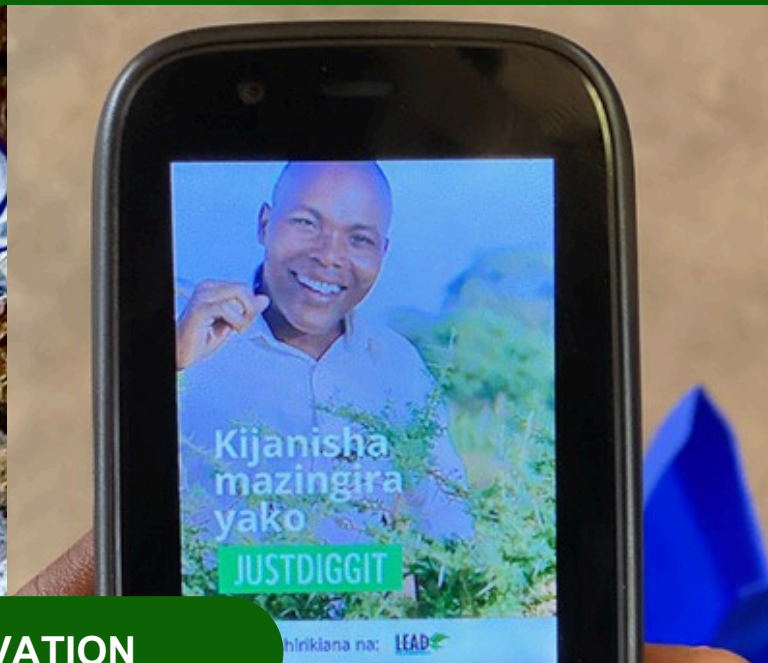
Extensive field data collection involves our network of communities and Champion Farmers, who are equipped with skills and tools like booklets and mobile applications (KoBo, Akvo, ODK) for data collection. Project Coordinators verify the data, which is then aggregated on a program dashboard and verified by management staff during visits. We use technologies like temperature sensors, timelapse cameras, and drones to assess various environmental factors. Our data is stored securely in online and offline platforms.

Collaboration with local and international partners, including research institutions and universities, enhances our MEL efforts and tool development. Notable partners include Justdiggit, METAMETA, Tanzania Agricultural Research Institute, Institute of Rural Development Planning of Tanzania, London School of Hygiene and Tropical Medicine, and ICRISAT.

Some of our MEL activities in 2023 were reviewing program dashboards and data verification, revising, designing & printing booklets and publishing the research article below:



PROGRAMS AND PROJECTS OUTLINE



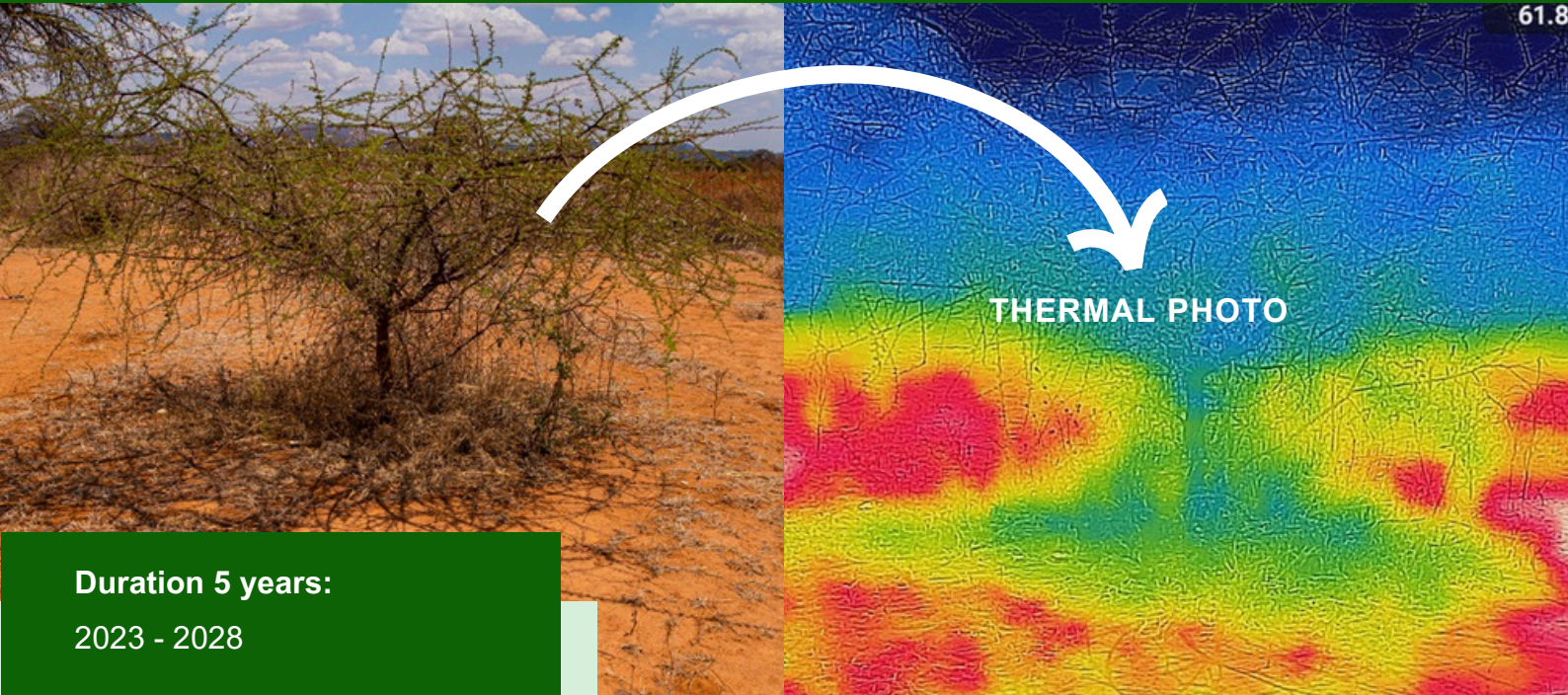
6. INNOVATION

The scope of our projects and programs allow for experimentation to enhance their effectiveness, which is achieved through experiments and A/B testing. New approaches and techniques are tested on a small scale in a limited number of villages. These innovations can stem from seven generic domains: Product, Process, Marketing, Organizational, Technological, Social, and Business model.

These innovations aim to achieve one of three goals: increasing the effectiveness of regreening practices, boosting adoption rates among farmers, or enhancing financial sustainability and replicability at the project/ program level.



OUR NEW PROJECT



Duration 5 years:

2023 - 2028

Achievements by

December 2023:

- Desk work currently in progress
- Recruitment of staff

Status 10% completed



1. Heat Adaptation Project - Dodoma

This project aims to investigate how trees can help protect outdoor agricultural workers from extreme heat in Tanzania. Despite years of tree restoration efforts, the health benefits and impact on reducing heat stress remain unclear.

The study aims to understand how trees can modify microclimates to shield workers from rising temperatures due to climate change. Collaborating with local and international experts in various fields such as medicine, epidemiology, forestry, climatology, agriculture, and anthropology, the project builds on the Foundation's experience of restoring over 18 million trees in Tanzania. This program is implemented in partnership with Wellcome - an international organization based in the United Kingdom, Metameta, London School of Tropical Medicine and Hygiene, University of Dodoma, University of Dar es Salaam and Muhimbili National Hospital - Mloganzila. Desk work is currently being conducted and the pilot is expected to start in June 2024.



Did you know? Heat poses serious risks to farmers. Working in high temperatures can lead to heat-related illnesses like heat exhaustion and heat stroke. It's essential for farmers to stay hydrated, take breaks, and protect themselves from the sun to stay safe in the field.

OUR ONGOING PROGRAMS AND PROJECTS



Duration 5 years

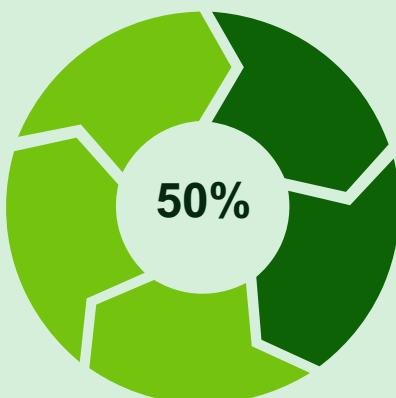
May 2021 - April 2026

Achievements by

December 2023:

- 166 Villages reached
- 664 Champion farmers trained
- 970 Institutions trained
- 57,160+ Households reached
- 3,891,000+ trees restored
- 60,000 ha land restored

Status 50% completed



2. Regreening Singida Program (RSP)

This initiative mirrors the Regreening Dodoma Program, with the objective of expanding the adoption of Kisihi Hai and Rainwater Harvesting (RWH) methods across the Singida region.

By the end of 2023, the Regreening Singida Program had achieved notable milestones across its clusters. With 166 villages reached through community sensitization efforts via movie roadshow events, mural/house painting and brochure distribution to the farmers.

Stakeholder workshops across all four districts were facilitated with the aim of understanding stakeholder's perceptions and expectations of the program, as well as their views about what works well and how to respond to challenges, was the key in these workshops which had a very active participation.

We also accelerated regreening by handing out a bicycle to each of our 264 champion farmers in Manyoni and Ikungi districts. The champions can now relocate faster and train fellow farmers more efficiently on the Kisihi Hai methods.

We conducted a second training to 664 champions which based on maintaining the knowledge of the community champion farmers and to further develop the skills, share experiences, address challenges which might arise and learn new techniques which are useful in the success of program. This program is implemented in collaboration with Justdiggit, an international organization headquartered in Netherlands.

OUR ONGOING PROGRAMS AND PROJECTS



Duration 3 years

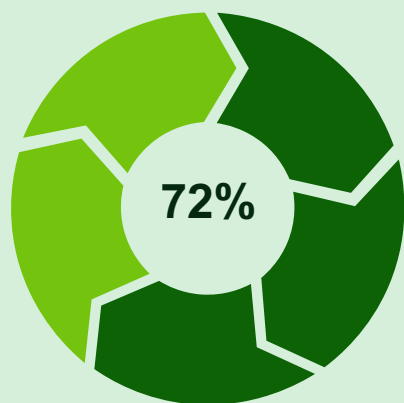
2021 - 2024

Achievements by

December 2023

- 220 Champion farmers trained
- 3,421+ Households reached
- 55,203+ FMNR Trees restored
- 24,000+ bunds dug in 6 villages
- 1 grass seed bank

Status 72% completed



3. Regreening Arusha Program (RAP)

The objective of this initiative is to transform arid and infertile land into lush green areas by reversing desertification and ecosystem degradation, with the aim of enhancing livelihoods and enhancing resilience to climate change for pastoralists in Monduli, Arusha.

The Regreening Arusha Program (RAP) has made significant strides. Stakeholders were effectively engaged through advocacy meetings and workshops. Advanced training was provided to all 220 champions, enhancing their skills. Due to the lack of grass growth in some bunds we did some reseedling at six sites, along with establishing a grass seed bank in Mungere. Project progress was rigorously evaluated and documented through quarterly visits by monitoring and evaluation experts. These achievements highlight RAP's dedication to regreening and community empowerment in Monduli. The project is being implemented by LEAD and Justdiggitt and supported by the Erbacher Foundation.



OUR ONGOING PROGRAMS AND PROJECTS



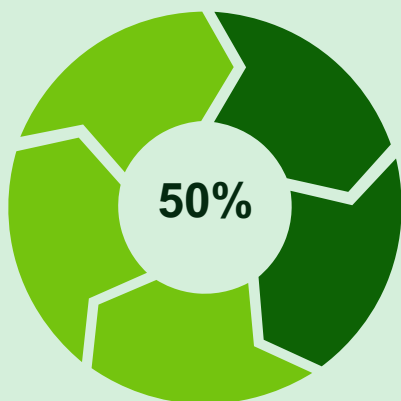
Duration 5 years

2022 - 2026

**Achievements by
December 2023**

- 56+ Institutions trained
- 200 Champion farmers trained
- 3,676+ Households trained
- 105,723+ FMNR Trees raised
- 122,544+ *Gliricidia Sepium* trees planted

Status 50% completed



4. Restoration of Semi-Arid Lands of Tanzania Project

Restoration of Semi-Arid Lands of Tanzania (RESET), a project under the AFR100 initiative. It aims to promote land conservation practices by involving women and youth in restoring degraded lands in the Mpwayungu division, Chamwino district.

Efforts to restore dry lands included establishing two *Gliricidia Sepium* tree nurseries with 45,000 trees planted. Community engagement initiatives, such as movie roadshow events reaching 10 villages have been successfully implemented. Champions have been consistently coached, with all villages visited twice monthly by the project coordinator.

Sustaining awareness in the community involved distributing 200 T-shirts, brochures and through painting murals in all villages.

“*In my farm, I have mixed Gliricidia trees with trees regenerated from living stumps using the Kisiki Hai method, the farm is now so eye catching that my neighbors compliment it all the time. I can get wood easily but also straws to surround my animal cage.*” Ashok Kuselia a farmer from Muheme Village.

OUR ONGOING PROGRAMS AND PROJECTS



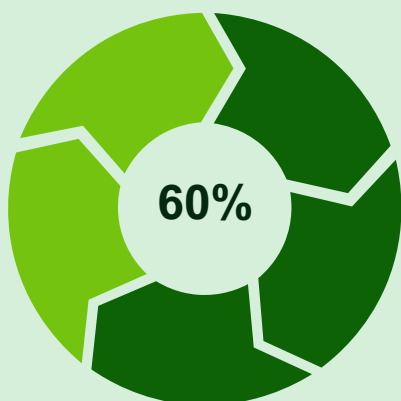
Duration 5 years

2022 - 2026

Achievements by December 2023

- 100 Champion farmers trained
- 7814+ Households trained
- 23+ km Rainwater Harvesting trenches dug
- 8,257+ Half Moon Bunds dug in 6 plots
- 191 ha land restored
- 42,214 Trees restored

Status 60% completed



5. INCLUDE Program

The INCLUDE/HUSISHA Initiative spans a five-year period across the districts of Arusha DC, Monduli, Hanang, and Babati in the Arusha and Manyara regions.

In the realm of technical training, we've accomplished a significant milestone by delivering Intermediate TOT (Training of Trainers) training to 100 champion farmers in September 2023. Additionally, we are planning movie roadshow events to engage with 60 villages and raise awareness.

This project is implemented in collaboration with Trias, Justdiggit, MWIWAMA, MVIWARUSHA, and PWC. This program receives funding from the Belgian Government via Trias.



OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE

Duration 4 years

December 2017 - December 2021

Achievements by December 2023

- 342 Villages reached
- 2,400 institutions trained
- 2,200 institutions already practicing
- 225,000+ Households reached through training
- 180,000+ Households have adopted our methods
- 116 km Fanya Juu/Chini trenches dug
- 17,260,000+ Trees have been regenerated

Status 100% completed



6. Regreening Dodoma Program (RDP)

This program has been completed and now entered the 3rd year of the sustainability phase. The objective of this program is to significantly expand the adoption of Kisiki Hai and rainwater harvesting (RWH) methods across the Dodoma region.

We have surpassed the goal of providing training in these techniques to at least fifty percent of the households in more than 300 villages which have restored more than 17,000,000 trees within Dodoma. Two leader outreach workshops were conducted in Bahi and Chamwino districts in July 2023, aligning with our objectives.

Furthermore, our initiatives in raising community awareness have been impactful, with the distribution of 470 new T-shirts to Kondoa and Chemba champions, the organization of 50 community Awareness Events in Chemba and Kondoa, and successful movie roadshow events reaching 102 villages by December 2023. Lastly, in impact and quality assessment, monitoring and evaluation activities have diligently assessed the program's impacts in villages.

This program is being carried out in collaboration with our partner Justdiggitt. The project is 100% completed successfully. The program has now entered the 3rd year of the sustainability phase, over achieving the set target by 66%.

OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE



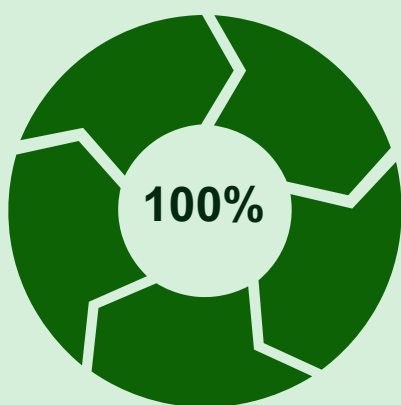
Duration 3 years

2021 - 2024

**Achievements by
December 2023**

- 39 Schools reached and Kisiki Hai Clubs implemented
- 78 Teachers trained
- 23,656 FMNR Trees regenerated

Status 100% completed



7. Kisiki Hai for Schools (KH4S)

The Kisiki Hai for Schools (KH4S) Project commenced in October 2021 in partnership with Awaken Trees, an organization based in Austria. This project is dedicated to educating teachers and students in both primary and secondary schools about Kisiki Hai.

Kisiki Hai for Schools project brought transformative initiatives to 39 schools across 9 districts, showcasing exceptional dedication and impact. We designed, printed and distributed 850 T-shirts by February 2023. Additionally, 175 pruning tools were distributed to all 39 schools by September 2023, meeting the set objective. The formation of 39 Kisiki Hai Clubs by April 2023 further solidified the program's reach and influence. Keeping students and teachers inspired and engaged, regular monitoring visits ensured sustained progress, with all 39 schools receiving quarterly visits as an ongoing activity. Every step of the project was executed with precision, reaching the target seamlessly.



OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE

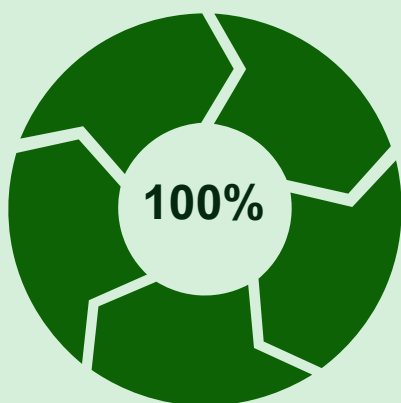
Duration 3 years

2021 - 2023

Achievements by December 2023

- 800 Direct beneficiaries reached
- 3,895 Indirect beneficiaries reached
- 80,000 *Gliricidia Sepium* Trees planted
- 11 Technology hub established
- 210 Hectares integrate with agroecological technologies

Status 100% completed



8. Agroecology Project

The primary aim of this initiative is to enhance food and nutritional security among vulnerable households while fostering sustainable landscape management in the semi-arid region of central Tanzania.

Having successfully completed the project by the end of 2023, the project is now transitioning to the sustainability phase. With an initial target of 600 beneficiaries, the training has successfully empowered 800 beneficiaries from various villages and 2 additional *Gliricidia Sepium* tree nurseries have been established.

The project operates in eight villages within the Kongwa district, executed by ICRISAT, TARI, and LEAD. Funding for the project is provided by the Biovision Foundation for Ecological Development of Switzerland.



OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE

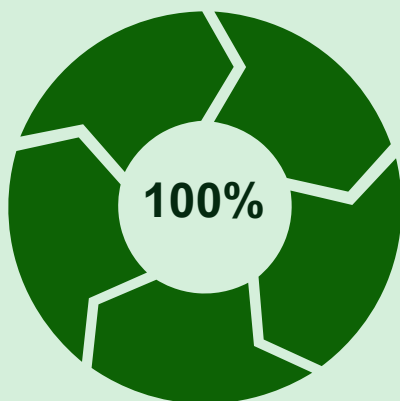
Duration 4 years

November 2019 - February 2023

Achievements by December 2023

- 44 Institutions
- 40 Village leaders trained
- 360 Champion farmers trained
- 4,320+ Household reached
- 1,171,330+ Trees regenerated
- 135.52 ha of land restored

Status 100% completed



9. Regreening Mima and Kibakwe Project (MIKI)

The primary objective of this project is to enhance the livelihoods of local communities and foster resilience to climate change. The project operated within the Mima and Kibakwe Divisions of Mpwapwa district, aligning with the LEAD Foundation's broader objective of revitalizing the Dodoma Region and Tanzania as a whole through regreening efforts. The remaining divisions of Mpwapwa district fall under the Regreening Dodoma Program.

Our community engagement efforts such as the movie roadshow events to 20 villages have been successfully completed. We have successfully nurtured over 1,171,330+ indigenous trees using the Kisiki Hai technique across all the 20 selected villages in 2023. This achievement has benefited more than 4,000 households. This project was implemented in partnership with ECOSIA, a German Search Engine company.



Training champion farmers on bee keeping



Training champion farmers on creating energy efficient cooking stoves

OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE



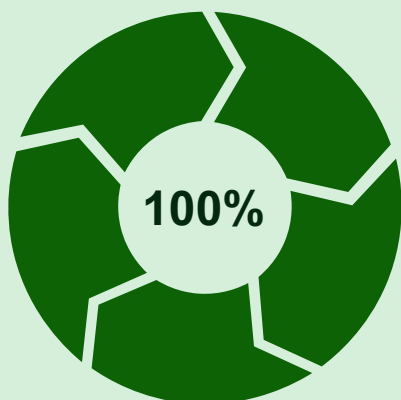
Duration 1 year

2019 - 2020

Achievements by December 2023

- 600 household trained in 6 villages
- 300 modern beehives provided

Status 100% completed



10. Kiboriani Reforestation and Beekeeping project

The project's objective is to expand forest-friendly livelihood activities, with a focus on beekeeping, to promote the conservation of Kiboriani mountain forests, which serve as a crucial water source for Kongwa and Mpwapwa districts.

The project is currently under the sustainability phase, the overarching vision is to address two fundamental needs: immediate survival and the preservation of natural resources for current and future generations. Through the Kisiki Hai method, households will be able to meet their farming, construction, and firewood requirements sustainably by cultivating trees on their own land.

The project was implemented across six villages surrounding the Kiboriani range, three in Mpwapwa district and three in Kongwa district. The project received funding from the Global Environment Facility (GEF) through UNDP Tanzania's Small Grants Programme.

OUR PROGRAMS AND PROJECTS IN THE SUSTAINABILITY PHASE



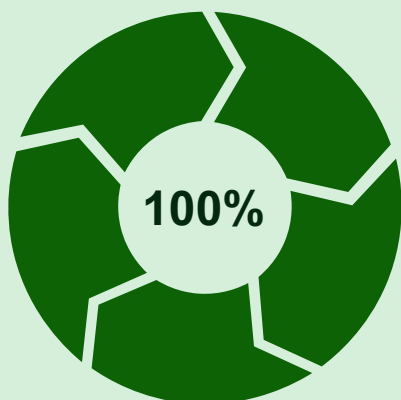
Duration 3 years

October 2018 - December 2021

Achievements by December 2023

- 5,000 half-moon bunds dug
- 100 hectares of grazing area restored.

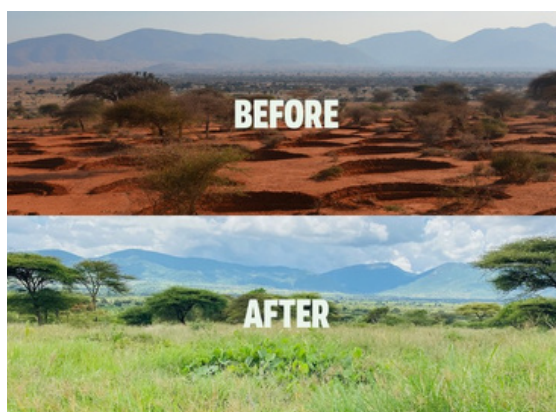
Status 100% completed



11. Pembamoto Rainwater Harvesting Project

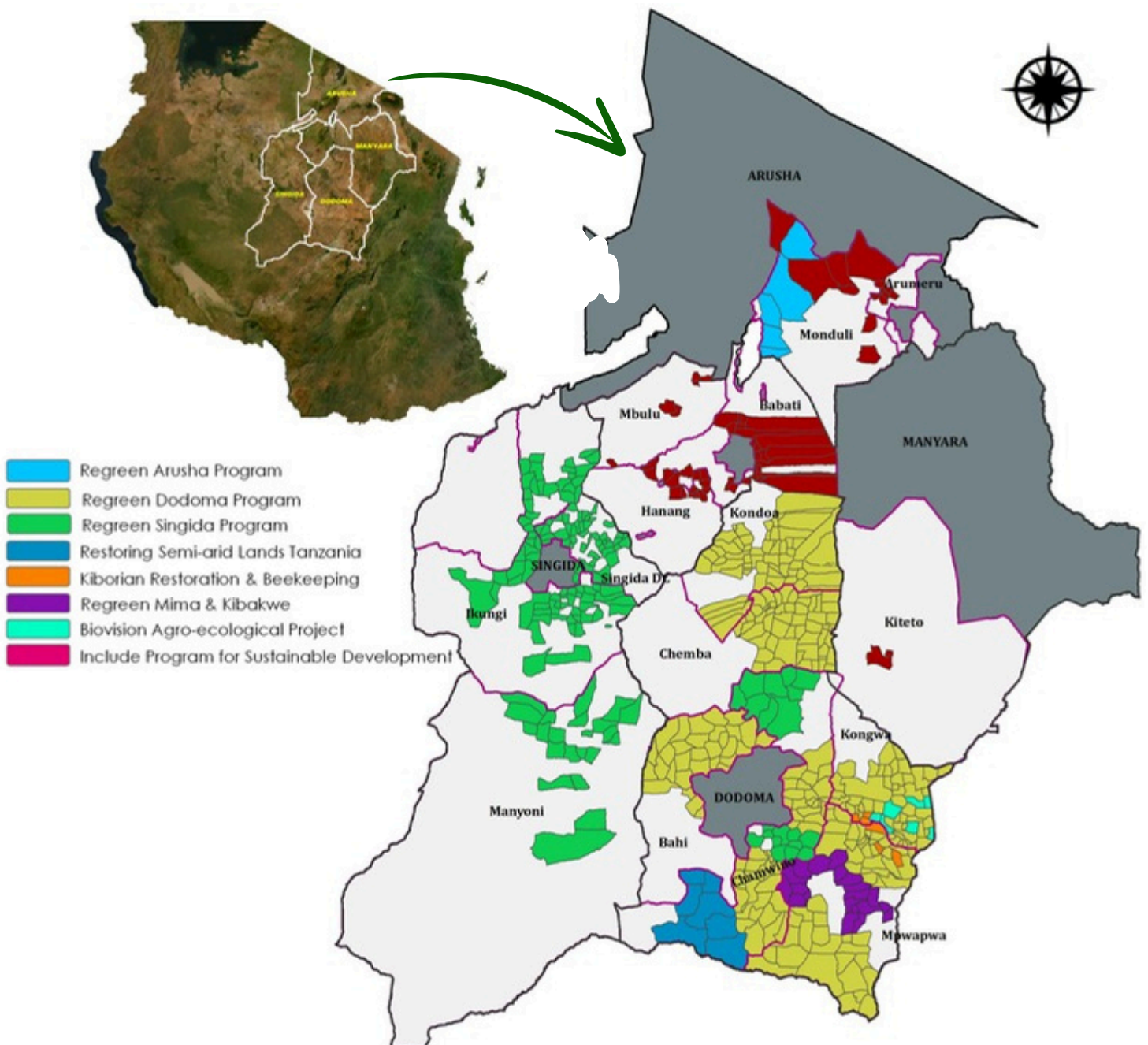
In collaboration with our partner organization, JustdiggIt, we launched a Rainwater Harvesting pilot Project in Pembamoto village, Kongwa District. Covering an area of 100 hectares, the project aimed to revive natural vegetation on severely degraded land, rendering it once again beneficial for farmers and pastoralists. Over 5,000 bunds were dug in a designated grazing area within the village.

For twenty years, the mountain remained barren, but through the concerted efforts of the villagers, it underwent a remarkable transformation, emerging as a symbol of resilience and rejuvenation. Pembamoto, once a desolate red soil mountain, has now transformed into the lush and vibrant Green Mountain that it is today. In 2023, the grass harvested was sold to fund the construction of a school and support various community development initiatives.



OUR PROJECT LOCATIONS

Currently, LEAD manages 11 projects in Tanzania, covering large areas in central and northern regions. Our aim is to expand our efforts to include all dry and semi-dry districts across Tanzania as part of our long-term plan



SUCCESS STORIES

JAN 2022

MARCH 2022

APRIL 2023

JAN 2024



TOBIKO LESIARA

“—

"First of all, I would like to thank the LEAD FOUNDATION organization for bringing us a very good project in our village, this project has been very beneficial here in our village."

ONCE BARREN PASTURES TO GREEN LANDS

From the humble village of Esilalei, Arusha emerges the remarkable success story of the Esilalei community represented by one of the pastoralists named Tobiko Lesiara, a herdsman whose journey embodies the transformative power of community-driven initiatives. Tobiko's narrative unfolds as he recounts the project's multifaceted contributions, beginning with the remarkable transformation of the once barren pastures.

"First of all, this project has helped to improve the pastures," he explains. "As you can see the area of the project, the land was completely bare, there was no grass growing there, since I was a young boy in 1984."

Yet, against all odds, the project ushered in a remarkable change. "Come 2021, no one could believe that the vegetation will grow there using the half moon bunds method, they flourished. The project revived long-lost indigenous vegetation, enhancing biodiversity. "The area has become very beautiful," Tobiko notes proudly.

In Tobiko's narrative, we witness the profound impact of collective action, transforming not just land but also instilling pride and unity in Esilalei.

SUCCESS STORIES



NOV 2021

KISIKI HAI
SAPLING



JUNE 2023



JACOB WILSON

“

The Kisiki Hai method is easy and cheap. Some of the benefits are:- After I got educated on the Kisiki Hai method, the environment is pleasant, I have benefited economically and the soil is fertile.

FROM 3 ACRES OF DRYLAND TO LUSH FORESTRY

Jacob Wilson a farmer in Itetema Singida's woodlot stands as a testament to sustainable stewardship and environmental conservation. Embarking on a journey of transformation in October 2021, Jacob's commitment to nurturing and preserving his woodlot has yielded remarkable results, inspiring both his community and beyond.

In October 2021, Farmer Jacob received comprehensive Kisiki Hai knowledge from the village champion, enlightening him on the importance of tree care and preservation. Armed with newfound knowledge, Jacob embraced his role as a steward of the land, setting the stage for transformative action.

Recognizing the potential of his woodlot, Jacob set aside approximately 3 acres of land exclusively for the care and nurturing of tree sprouts from living stumps. Through diligent pruning and vigilant protection measures, Jacob ensured the growth and vitality of these young trees.

Through his unwavering dedication, the woodlot has undergone a remarkable transformation. What was once a collection of stumps has now flourished into a vibrant ecosystem teeming with life. The success of Jacob's woodlot extends beyond mere environmental impact, serving as a beacon of hope and inspiration for the entire community.

SUCCESS STORIES



1,200 MOVIE ROADSHOW EVENTS WITH OVER 500,000 FARMERS PARTICIPATING

We have conducted 1,200 roadshows since 2018 in Central and Northern Tanzania! With us LEADing the charge, these roadshows have become more than just cinematic spectacles; they have become catalysts for change, igniting a regreening revolution across communities.

Each movie roadshow event, aptly termed as a traveling cinema, serves as a beacon of hope, educating and empowering communities through inspiring movies showcasing the importance of restoration techniques such as Kisiki Hai and Fanya Juu/Chini.

Through the magic of entertainment, including songs and traditional dances, these techniques are brought to life, sparking enthusiasm and inspiration among farmers. As the team traverses hundreds of villages, they bear witness to the transformative power of collective action.

Over 500,000 farmers have eagerly participated in these 1,200 events, their enthusiasm fueling a grassroots movement towards regreening and environmental stewardship. In the tapestry of Tanzania's landscape, these roadshows weave a story of resilience, community empowerment, and the boundless potential of collaboration.

Through our tireless efforts, we and our partners are sowing the seeds of change, nurturing a greener, more sustainable future for generations to come.



ACHIEVEMENTS:

- 520 attendance per event
- 500,000+ farmers reached from 2018 - 2023
- 500+ Villages reached
- 3 roadshow movies displayed

KEY HIGHLIGHTS OF 2023



WE LEAD!

Our greening endeavors have garnered international acclaim, earning prestigious awards such as the Communications Award from the Society of Ecological Restoration (SER), Communitor Award from the university of Antwerp, Mzumbe university and the embassy of Belgium in Tanzania, and finally the Nane Nane Award from the Tanzania Agricultural Society and the Award for the best initiative using music to support environmental sustainability awarded by Music Cities Events.

LEAD SHINES AT COP 28

Our partnership with the BBC culminated in the production of a documentary, which was featured prominently at the 28th Conference of the Parties (COP 28). This platform provided us with an invaluable opportunity to showcase our efforts on an international stage, amplifying our message and inspiring collective action towards a more sustainable future. During this year COP 28 in Dubai, LEAD Foundation was officially admitted as an observer organization to the United Nations Framework Convention on Climate Change (UNFCCC).

Scan to watch the documentary



18 MILLION TREES!

Through the implementation of the Kisiki Hai method, we've successfully restored 18 million trees, contributing significantly to reforestation efforts and biodiversity preservation. This method, known for its efficiency in tree planting and maintenance, has played a crucial role in restoring greenery to degraded landscapes.



100,000 GLIRICIDIA TREES IN MOTION

We've initiated the planting of over 100,000 Gliricidia trees, known for their resilience to dry conditions. These trees not only serve as valuable assets in mitigating the effects of water scarcity but also provide additional benefits such as soil stabilization and fodder for livestock, contributing to improved livelihoods in drought-prone regions.



KEY HIGHLIGHTS OF 2023

2023 COMMUNITOR AWARD - For engaging communities in citizen science and community based monitoring. Awarded by the university of Antwerp, Mzumbe university and the embassy of Belgium in Tanzania.



2023 SER COMMUNICATIONS AWARD - Awarded by the Society for Ecological Restoration (SER) at the 10th World Conference on Ecological Restoration.



2023 MUSIC CITIES AWARD - Best initiative using music to support environmental sustainability. Awarded by Music City Awards for the Kisi Hai song by our Goodwill Ambassador Frida Amani.

FUN FACTS



DID YOU KNOW



Half moon bund

it takes approx. 30 mins to dig a half moon bund.

These crescent-shaped structures are dug into the ground to capture and retain rainwater, allowing it to slowly infiltrate into the soil rather than runoff.

With only approx. 30 mins, this simple yet efficient design, half moon bunds are a testament to the ingenuity of traditional farming practices in harnessing natural resources for sustainable land use.

FUN FACT!

Acacia trees can communicate among themselves through scent signals when stressed



Whistling thorn

For instance, when giraffes are chewing on their leaves. Right away Acacia trees start producing ethylene gas and send out distress scent signals to warn other acacias nearby of the potential danger. As a reaction, the other trees produce tannins which can make animals attempting to eat the leaves sick and keep them from doing so.

They can whistle... whistling thorns (*Acacia drepanolobium*) are so named because thorns which no longer house ants make a whistling sound when the wind blows over the entrance hole.



OUR NEXT STEPS

LEAD has been actively engaged in partnerships with both local and international organizations, while also establishing novel collaborations. As we move into 2024, we're gearing up to launch an intriguing new project, alongside extending our reach into previously untapped districts within Singida.

1

LEAD: Recognized and Accredited by Global Institutions

Presently, LEAD holds accreditation from the United Nations Convention to Combat Desertification (UNCCD) and the United Nations Framework Convention on Climate Change (UNFCCC) as an observer entity. Furthermore, LEAD is in anticipation of accreditation from the United Nations Environment Programme (UNEP) in the near future. Additionally, one of LEAD's initiatives has been acknowledged by the United Nations Educational, Scientific and Cultural Organization (UNESCO) as part of its Green Citizen Initiative.

2

LEAD looking ahead

In 2023, LEAD garnered global acclaim by earning several awards. As we approach 2024, LEAD eagerly anticipates not only acquiring additional accolades but also cultivating fresh partnerships with both local and international societies and organizations such as the Society for Ecological Restoration (SER) and the Assisted Natural Regeneration (ANR) Alliance.

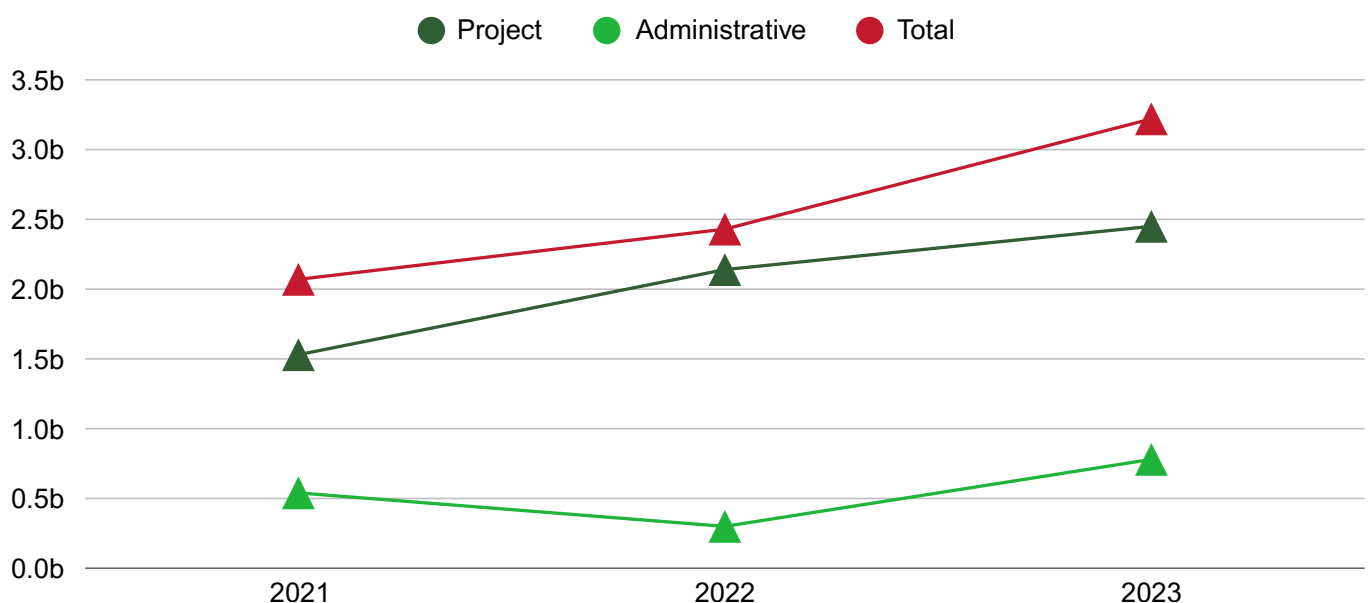
3

Upscaling to new districts in Singida (2024 - 2027)

In 2024, We will upscale to more districts in Singida region. We hope to start our regreening movements in more villages in Mkalama district and also upscale to Iramba district. The Regreening Singida Program is implemented in partnership with Justdigg.it.

INCOME AND EXPENDITURE

TZS	2023	2022	2021
INCOME			
Grant income	3,014,508,931	2,348,300,093	1,975,511,590
Program income	168,303,236	76,490,345	57,144,494
Capital grant amortization	47,183,269	9,727,600	37,356,176
TOTAL INCOME	3,229,995,436	2,434,518,058	2,070,012,260
EXPENDITURE			
Project expenses	2,452,419,275	2,138,906,934	1,534,982,356
Administrative expenses	777,576,161	295,611,124	542,103,131
TOTAL EXPENDITURE	3,229,995,436	2,434,518,057	2,072,172,261



FINANCIAL POSITION

TZS	2023	2022	2021
ASSETS			
Non-current assets			
Property and equipment	240,107,901	123,147,232	149,588,723
Current assets			
Receivables & prepayments	36,986,203	4,842,425	4,913,225
Cash and cash equivalent	1,506,642,766	650,940,652	396,030,908
Total current assets	1,543,628,969	655,783,077	400,944,133
TOTAL ASSETS	1,783,736,870	778,930,309	550,532,856
EQUITY			
Capital fund	93,782,864	30,045,000	30,045,000
Retained earnings	16,729,314	16,729,314	47,315,085
TOTAL EQUITY	110,512,178	46,774,314	77,360,085
LIABILITIES			
Trade and other payables	23,081,274	10,643,331	127,444
Deferred income	1,465,532,881	629,234,494	354,195,226
Deferred capital grant	184,610,536	92,278,170	118,850,099
TOTAL LIABILITIES	1,673,224,691	732,155,995	473,172,770
TOTAL EQUITY & LIABILITIES	1,783,736,869	778,930,309	550,532,855

ACKNOWLEDGEMENT

Our accomplishments across 616 communities wouldn't have been possible without the invaluable support from the Tanzanian government, local residents, diverse public and private entities, and our esteemed partners. Below are a few organizations we have closely collaborated with in recent years.



ECOSIA



MORE ABOUT LEAD

STAFF APPRECIATION



DAVID MWINGWA

A LEAD FOUNDATION'S STAFF

David Mwingwa is a Logistic Officer working at the LEAD Foundation Head Office in Mpwapwa, Tanzania. He is a fifth born out of six children of Mr. Michael and Mrs. Pelisi Mwingwa.

He is an employee of LEAD Foundation as a Logistic Officer serving the Head Office in Mpwapwa. Since he was employed by LEAD Foundation, he was vested with the task of being a driver for the LEAD Foundation's Founder and co-founder.

David is fond of Agroforestry in his small farm in Mpwapwa District and his hobby is watching sports especially soccer.



DID YOU KNOW THAT LEAD FOUNDATION STARTED OFF WITH ONLY 3 EMPLOYEES?



LEAD Foundation started off with 3 employees and now has more than 40 staff over a span of 10 years.

We have offices in four regions: Dodoma, Mpwapwa, Arusha, and Singida, with at least two representatives assigned to each district where our projects are located.

Team work makes the dream work, did you know that all LEAD staff are actively involved in all the projects and work hand in hand with champion farmers, leaders and the local community because restoration is done together? Now you know!



CONTACT DETAILS



LEAD Foundation is headquartered in Mpwapwa town, Dodoma, where it was founded, but it's main coordination office and operations centre is in Dodoma city, the Capital city of Tanzania. LEAD also has field offices in Arusha and Singida.

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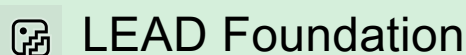
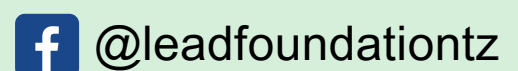
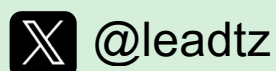
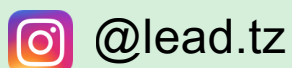
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GET SOCIAL WITH LEAD



TRIBUTE TO OUR BOARD MEMBER

DR. JEROME BAHEMU

08.24.1954 – 02.11.2023



Dr. Jerome Bahemu, passed away on February 11th 2023. The loss of Dr. Jerome was a very sad day for the LEAD Foundation community. As a board member, Dr. Bahemu was a generous giver of her time, her intellect, her life experience and her heart. She brought a rare quality to the board as a livestock and pasture expert

LEAD Foundation is thankful for the life and time Dr. Jerome served with us and will forever be grateful for the support Dr. Jerome and her family provided to LEAD Foundation.

LEAD Foundation extends thoughts and prayers to the entire family of the late Dr. Jerome Bahemu.







[Download the report](#)

