



LEAD FOUNDATION

IMPACT REPORT 2024-2025





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A LETTER FROM OUR DIRECTOR OF PROGRAMS

Eng. Njamasi Chiwanga

Dear Our Valued Friends, Partners and Supporters,

It has been my great privilege to witness firsthand the transformative power of your support. Your contributions, whether monetary or in-kind, have enabled us to spark meaningful change, empowering people to become leaders in their communities and fostering resilient and productive livelihoods for smallholder farmers and pastoralists.

I am deeply grateful for the many opportunities I've had to meet and collaborate with you, whether virtually or in person. These partnerships are the bedrock of our success, allowing us to scale our efforts and drive meaningful change in communities around the globe that need it most.

Our work goes beyond simple program implementation; it's about realizing a shared vision of transforming drylands into vibrant landscapes where every individual has the opportunity to thrive on their own terms. By scaling up proven techniques like *Kisiki Hai* (FMNR), halfmoon bunds and conservation agriculture, we are turning this vision into a reality, one community at a time.

However, the path ahead is filled with challenges. From the far-reaching effects of climate change to the continued recovery in degraded regions, we face obstacles that require bold action and unwavering commitment. Whether you've supported us for years or are considering your first contribution, your support is the catalyst for this vital change - not just in monetary form, but also through your expertise, ideas and encouragement.

Thank you for your continued trust, partnership, and support. Let's keep building a brighter, more equitable world, one community at a time.

With deep appreciation,

Njamasi Chiwanga,
Director of Programs
LEAD Foundation

LEAD IN FOCUS



TRANSFORMING DRYLANDS INTO VIBRANT LANDSCAPES

LEAD FOUNDATION

LEAD is an acronym for;

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



LEAD Foundation is a purpose-driven, locally led Non-Governmental Organization (NGO) registered with the Government of Tanzania. As a LEADer in implementing large-scale Nature-based Solutions (NbS), we specialize in landscape restoration and climate-smart agriculture, particularly in arid and semi-arid regions.

With over 14 years of experience, LEAD Foundation works hand in hand with local communities and partners to restore degraded lands. By bringing back vegetation, we enhance water and food security, promote biodiversity, improve livelihoods, and contribute to climate resilience. We believe that true restoration happens from the ground up and it is only possible when done together.

Our regional focus for the year 2024 was Iringa, Morogoro, Dodoma, Singida, Arusha and Manyara regions (6 regions) in Tanzania. By working together with more than 2,910 champion farmers, the local communities, and with our amazing partners; In 2024 alone, we have engaged more than 635 villages, regenerated over 5,000,000 trees and we have empowered over 260,000 households.

This year, we've elevated our vision like never before. From expanding into new regions and launching groundbreaking projects to reaching significant global milestones, our journey has been truly remarkable. Notably, we joined the prestigious UNESCO initiative and proudly showcased our transformative work on the world stage at UNCCD COP16 in Riyadh, Saudi Arabia.

2024 has been a year of impact and empowerment; a time of restoring landscapes, revitalizing ecosystems, and equipping communities to lead sustainable land management for a greener, more resilient future.

Join us as we dive into the heart of our progress and explore the milestones that shaped our journey this year.

DRIVING IMPACT FOR GLOBAL GOALS

Our environmental conservation efforts directly contribute to several Sustainable Development Goals (SDGs), ensuring that our interventions not only create local impact but also support global sustainability and long-term resilience.



THE POWERHOUSE BEHIND OUR VISION: THE BOARD OF DIRECTORS



Mr. Constantine Lifuliro | *Chairperson*

“In 2024, LEAD continued to prove that community-led, Nature-based Solutions like Kisiki Hai are not just effective; they are transformational. We are deeply proud of the lives and landscapes we’ve helped restore this year.”

Dr. Enid Chiwanga | *Vice Chairperson*

“Our work remains rooted in cost-effective, sustainable methods. Kisiki Hai and Rainwater Harvesting continues to demonstrate how restoration can be both affordable and deeply impactful.”



Dr. Faraja Mgaya | *Secretary*

“With over 23 million trees regenerated and 400,000 hectares revived, this year reminded us that hope truly grows when we empower local communities with practical tools and knowledge”

Dr. Michael Msendekwa | *Member*

“Thanks to our field teams and over 2,900 champion farmers, we’ve expanded the reach of Kisiki Hai across Tanzania’s most vulnerable regions. Regeneration is becoming a movement.”



THE POWERHOUSE BEHIND OUR VISION

THE BOARD OF DIRECTORS



Hon. Fatma Toufiq | *Member*

“Our strategy in 2024 focused on scaling proven techniques like FMNR and rainwater harvesting. The results speak for themselves: greener fields, richer soil, and stronger communities.”

Mrs. Grace Mketo | *Member*

“The heart of LEAD’s success is trust, trust from the communities we serve. In 2024, we walked alongside farmers, listening, learning, and growing together.”



Adv. Hubert Lubyama | *Member*

“This year reaffirmed that innovation doesn’t always mean new, it can mean rediscovering the wisdom in our roots. Techniques like Kisiki Hai and bunds are changing lives because they are simple, scalable, and grounded in local realities.”

Bishop Simon Chiwanga | *Member*

“When we began this journey, we believed that even the most degraded land held promise. In 2024, that belief was reaffirmed every day by the resilience of our farmers, the revival of our landscapes, and the growing global recognition that local action truly leads to global change.”



2024 IN FOCUS

2024 was an exceptional year, defined by significant progress in our projects, groundbreaking efforts in tree regeneration, and successful ventures into new regions. These achievements underscore our unwavering commitment to growth and sustainability.

12

Projects and Programs



6

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



635+

Communities engaged in 2024



926 +

Champion farmers trained in 2024



260,000+

Households engaged in 2024



5,000,000+

Trees regenerated in 2024 alone

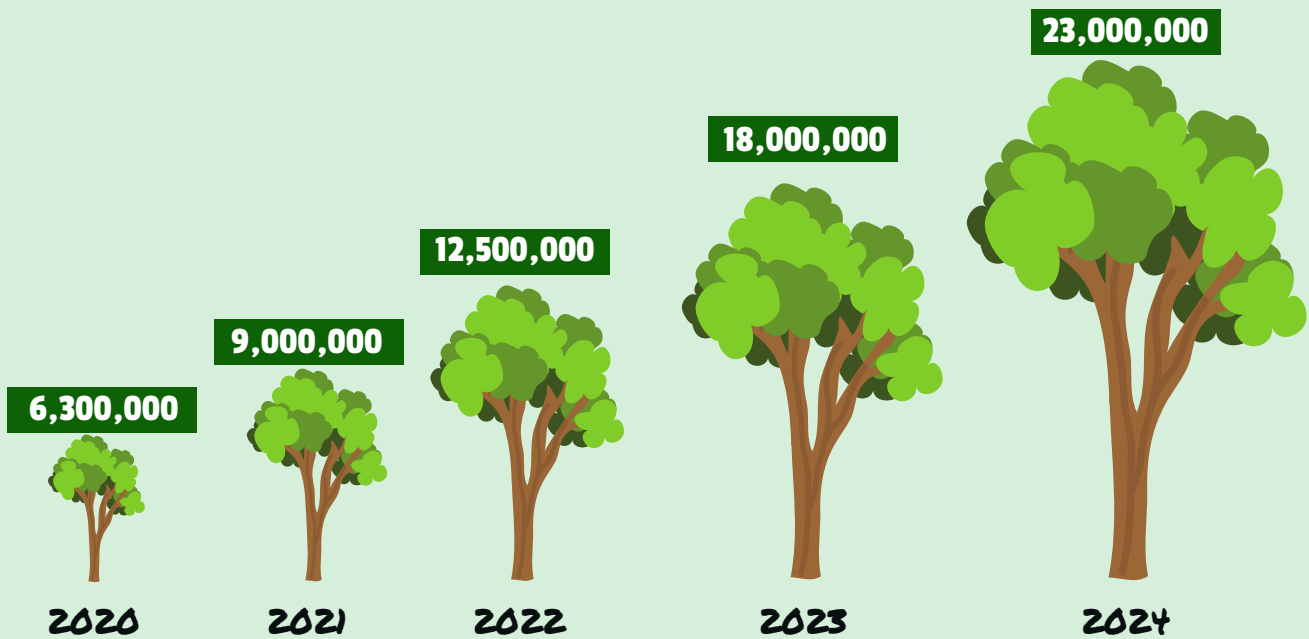


A QUICK DIVE INTO OUR IMPACT

2020 -2024

As we made notable advancements in our initiatives in 2024, we pushed the boundaries of tree regeneration, and extended our reach into untapped regions and positively impacted more communities. Our journey this year reflects our strong commitment to sustainability and progress as shown below:

Trees Regenerated (2020 - 2024)



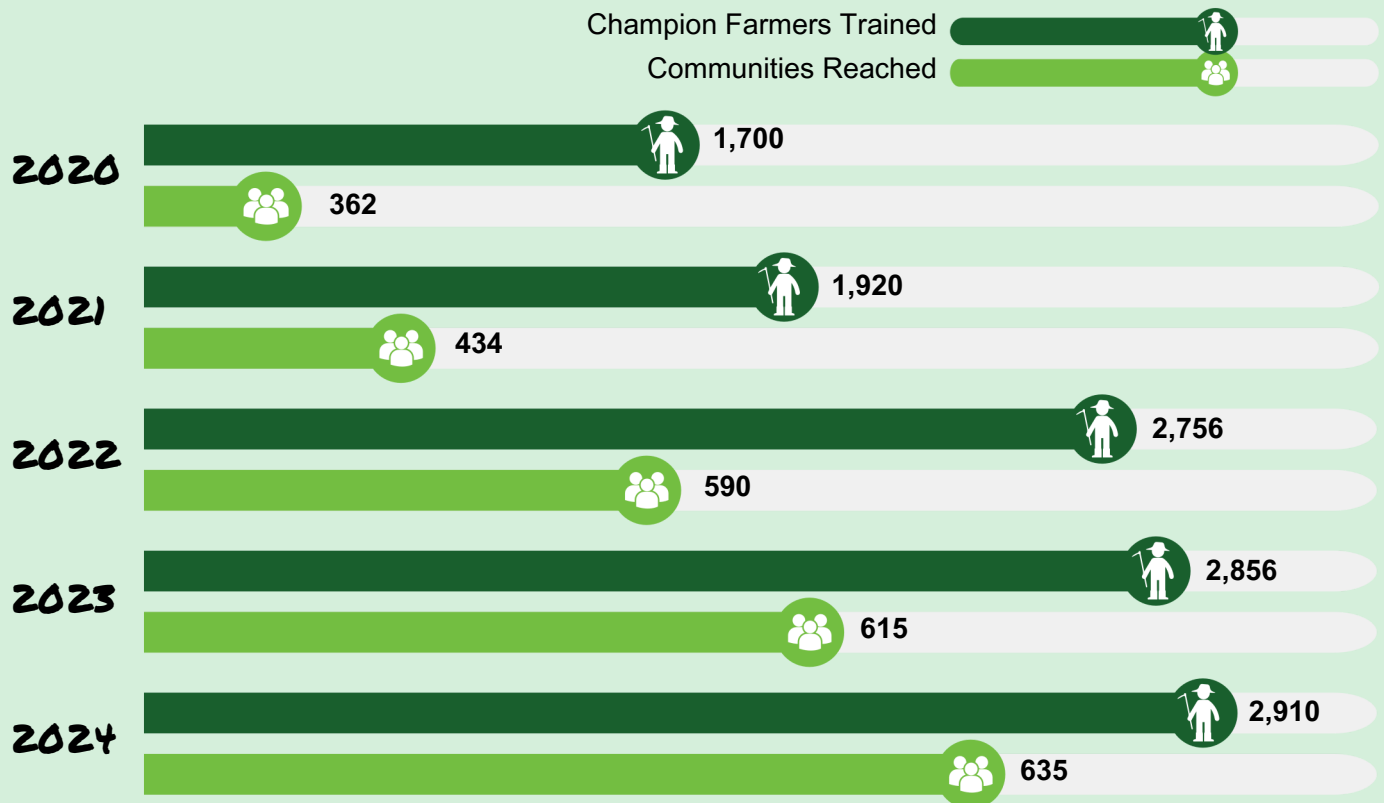
Households Engaged and Households Activated (2020-2024)



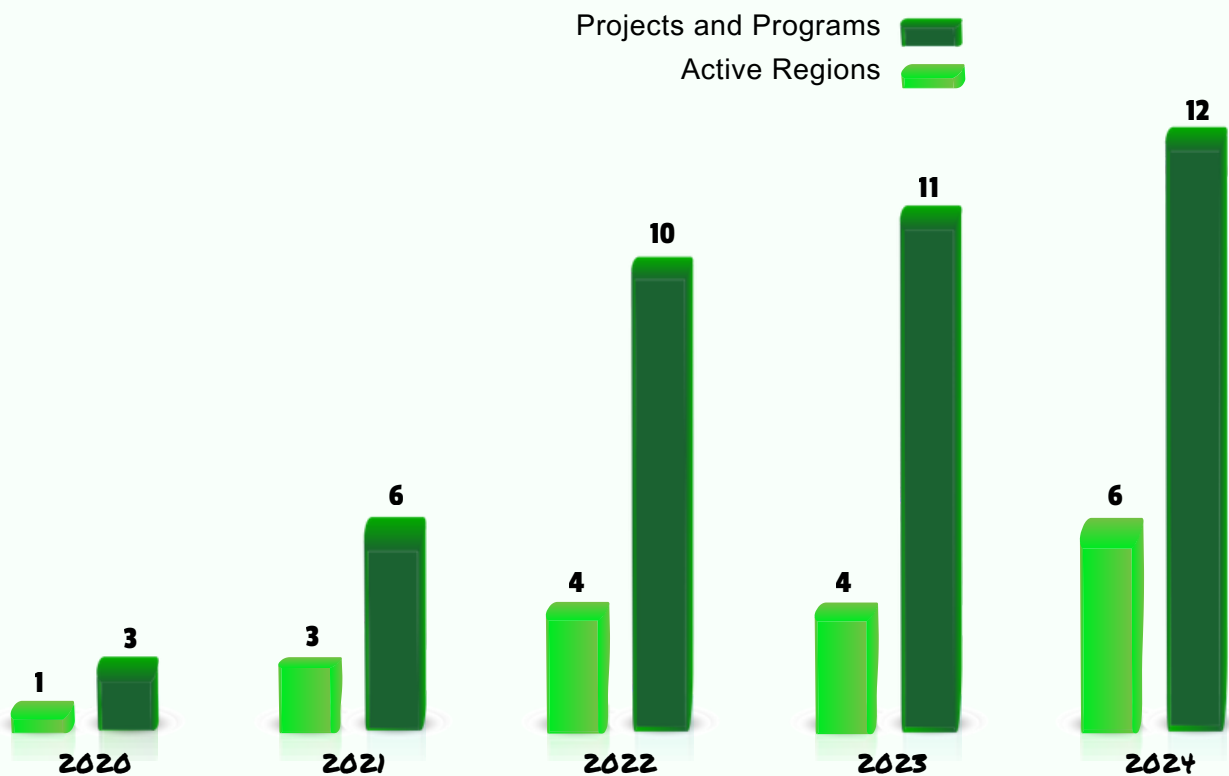
A QUICK DIVE INTO OUR IMPACT

2020 - 2024

Champion Farmers Trained and Communities Reached (2020 - 2024)

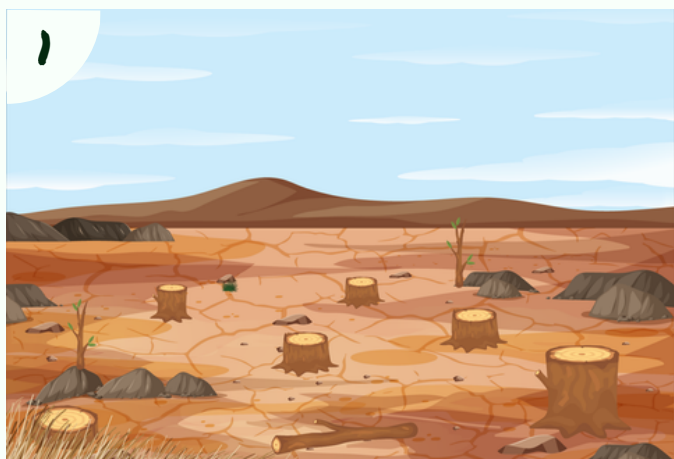


Projects, Programs and Active Regions Over Time



OUR RESTORATION TECHNIQUES

1. KISIKI HAI



“Kisiki Hai” is our main restoration technique that we use to regenerate trees.



Kisiki Hai, Swahili for ‘Living Stump,’ also widely known as FMNR.



Together with Local communities, we LEAD the way in reviving our lands by transforming living stumps to big trees



LEAD Foundation is scaling Kisiki Hai across Tanzania.



260,000+ households from 635 villages are now practising Kisiki Hai tree restoration technique



**From barren lands to thriving ecosystems...
We have restored 23,000,000+ trees!**

OUR RESTORATION TECHNIQUES

1. KISIKI HAI



Farmers in Luhundwa village in Dodoma region are proving the power of Kisiki Hai; a simple method of restoring trees by pruning native shrubs and protecting it from human activity. Since 2019, these once dry lands are now filled with trees over 3 meters tall, reversing erosion and bringing life back to the land.



Our farmers have adopted agroforestry due to its numerous advantages.



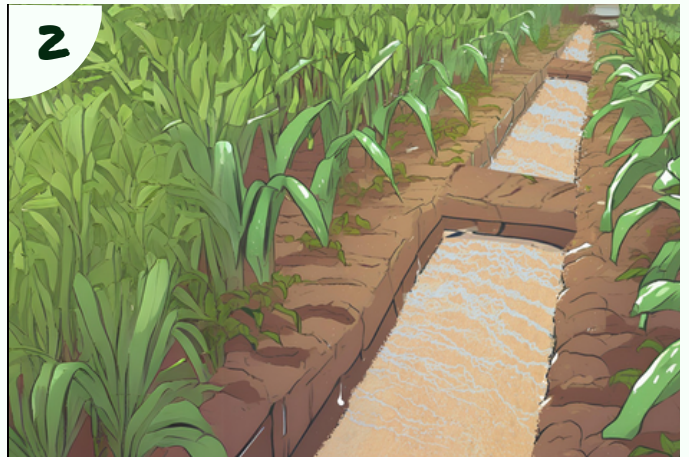
Before and after: A tree restored using the Kisiki Hai method, which regenerates growth from living tree stumps to bring life back to degraded land.

OUR RESTORATION TECHNIQUES

2. FANYA JUU/CHINI



Our second technique is a Rainwater Harvesting technique called Fanya Juu/Chini terraces.



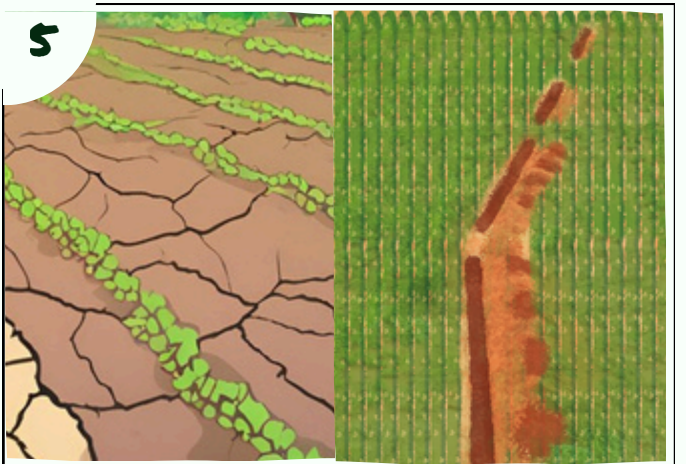
Capturing every rain drop: These Fanya Juu/chini terraces help to prevent soil erosion in farms and to improve water availability for crops in the farm.



"Fanya Juu," meaning "throw the soil on the higher side of the land," involves digging trenches on the farmland itself to harvest rainwater, allowing it to seep into the soil and nourish the crops. "Fanya Chini," meaning "throw the soil on the lower side of the land," captures rainwater flowing from uphill to protect the fertile soil and crops in the farm.



By digging these terraces many farmers have started experiencing an increase in crop yield.



213 km of rainwater harvesting trenches dug in Central Tanzania

OUR RESTORATION TECHNIQUES

2. FANYA JUU/CHINI



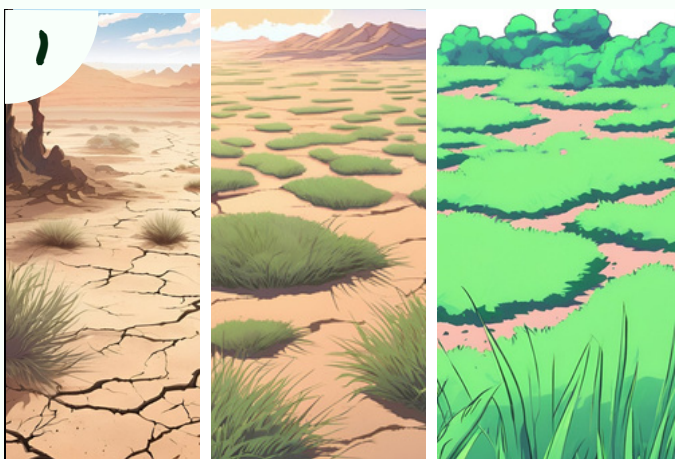
Why the irregular patterns? Each 10m section is precisely aligned to the slope, protecting against water runoff and preventing gullies.



Meet Simon Kitundu from Lyelembo village, Tanzania. After just one rainy season using the Fanya-Juu and Fanya-Chini methods, Simon harvested over 15 bags of crops from less than a hectare of land – something he says he had never seen before.

OUR RESTORATION TECHNIQUES

3. HALF MOON BUNDS



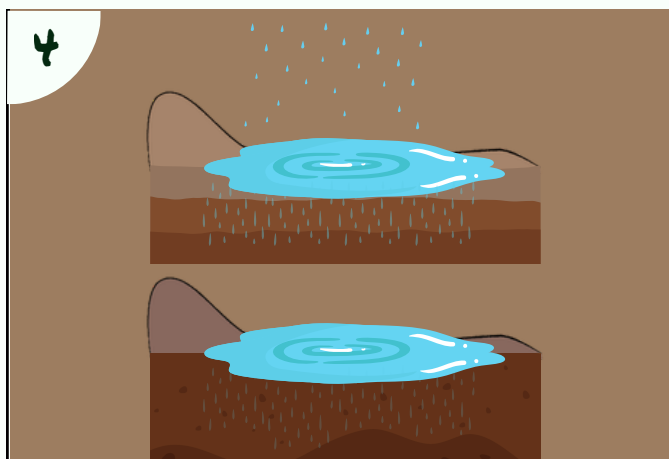
Our third technique is also a Rainwater Harvesting technique called half moon bunds or as we like to call them earth smiles.



In the battle against desertification, in partnership with local communities, we are turning to simple but powerful techniques to revive our land, benefiting the livelihoods of millions of pastoralists and farmers



Half-moon bunds are crescent-shaped structures built by digging semi circular patches designed to capture rainwater, prevent soil erosion and restore vegetation.



These bunds harvest rainwater, allowing it to seep into the soil, activating seeds underground, which grow as vegetation restoring the land.



By capturing water and retaining soil moisture, half-moon bunds support the growth of grass and trees, turning bare land into vibrant ecosystems.



Restoring vegetation in dry lands means healthier livestock and secure livelihoods and improve biodiversity.

OUR RESTORATION TECHNIQUES

3. HALF MOON BUNDS



From barren to blooming, the Earth beams with life! It's incredible to see how our Earth Smiles are revitalizing once-barren landscapes in our project areas, restoring lush vegetation and natural beauty.



This bund plot turns greener and greener every season.



Communities at our bund sites can now sustainably harvest grass for livestock feed and roofing materials

OUR RESTORATION TECHNIQUES

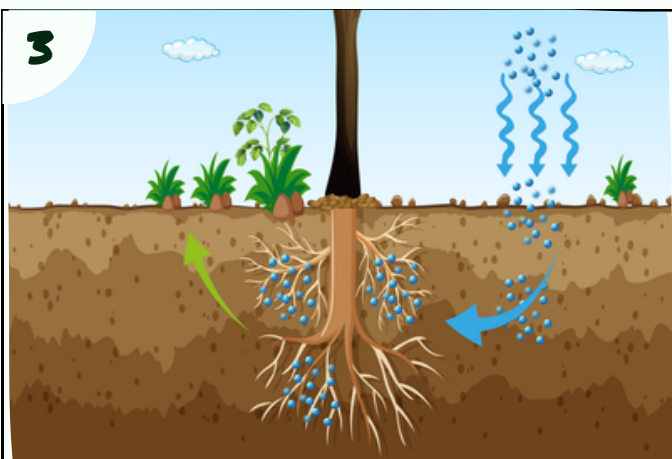
4. PLANTING DROUGHT TOLERANT TREES



In addition to Kisiki Hai we also plant drought tolerant trees such as *Gliricidia* and *Faidherbia Albida* to restore dry lands.



Drought-tolerant trees like *Gliricidia* and *Faidherbia* are uniquely adapted to survive in harsh conditions.



These trees are nitrogen-fixers, enriching the soil with essential nutrients and boosting the growth of surrounding crops.



Their roots bind the soil, preventing erosion and stabilizing the land—crucial in areas prone to degradation.



These trees provide nutritious fodder for livestock during dry seasons, supporting food security and livelihoods for local communities.



As they grow, *Gliricidia* and *Faidherbia* trees capture carbon from the atmosphere, playing a role in mitigating climate change.

OUR RESTORATION TECHNIQUES

4. PLANTING DROUGHT TOLERANT TREES



The Gliricidia trees planted two years ago at Nghambaku Secondary School in Chamwino, Dodoma have grown tall, now reaching over 3 meters in height.



A nursery of Gliricidia seedlings in Huzi village



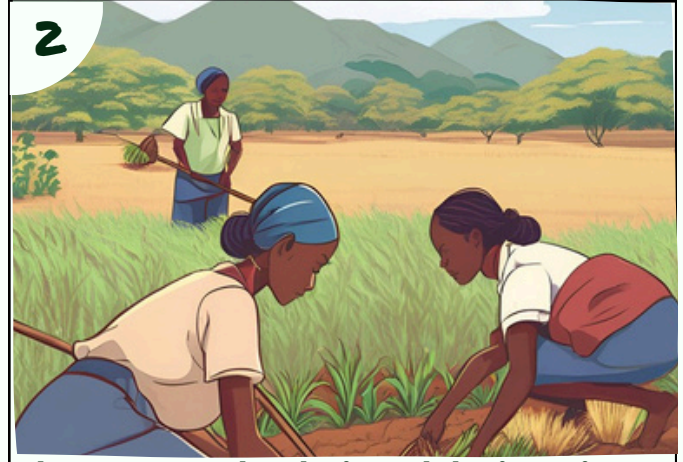
A farmer holding a Gliricidia seedling, ready to plant.

OUR RESTORATION TECHNIQUES

5. GRASS SEED BANKS



Grass seedbanks are dedicated areas where native grasses are cultivated for seed production.



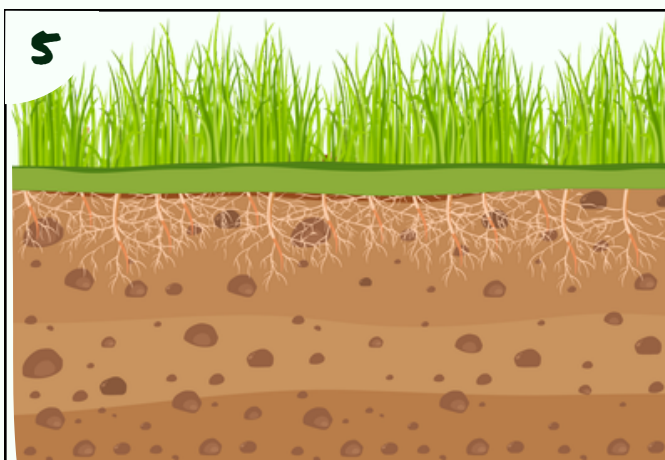
The process starts by selecting and planting native grass species that thrive in a protected barrier to avoid grazing during that time, creating a reservoir of seeds.



As the grasses mature, they produce seeds that are harvested for restoration projects.



These seeds are then used by communities to help restore other areas in the community,



Grassroots improve soil structure, enhance water retention, and reduce runoff, making the soil more fertile and resilient.



Restored grasslands support biodiversity, provide quality pasture for livestock, and improve agricultural productivity.

OUR RESTORATION TECHNIQUES

5. GRASS SEED BANKS



A glimpse of our grass seed bank in Mungere Village, located in Arusha, Tanzania - supporting regreening efforts from the ground up.



Harvesting hope: Pastoralists harvest seeds from the grass seed bank to support regreening efforts.



A bag of harvested seeds. These seeds are used to regreen other degraded areas within the community, while some are sold to neighboring communities; creating both environmental impact and a source of income.

OUR RESTORATION TECHNIQUES

6. CONSERVATION AGRICULTURE



We have recently begun promoting and training farmers on conservation agriculture through a set of sustainable farming practices based on three key principles: minimal soil disturbance, permanent soil cover, and crop diversification. Among the techniques we encourage are the use of Zai pits, cover cropping, crop rotation, and compost application.

Farmers in central Tanzania are already experiencing the benefits of these methods, and the positive results are inspiring more to adopt conservation agriculture on their own farms.

By combining conservation agriculture methods like Zai Pits with our regreening techniques, farmers are boosting crop yields and transforming their livelihoods



Comparison between a maize farm using conservation agriculture and a maize farm not using conservation agriculture.



Champion farmers receiving compost-making training through our ToT program. They will go on to share this knowledge with fellow farmers in their communities.

A WALK THROUGH OUR APPROACHES

DID YOU KNOW?

Local communities are at the core of our projects? We place them at the heart of our restoration efforts, reviving both livelihoods and landscapes. By prioritizing locally-led and Nature-based approaches, we're building more resilient and productive landscapes while enhancing the well being of local communities.

A WALK THROUGH OUR APPROACHES

1 Identifying Needs and Building Partnership

Our projects begin with our technical team identifying the communities and areas in need. Then, we reach out to community leaders, share our vision, and seek their support. Through meetings with key stakeholders in project areas (government, religious, public and private representatives etc.) we introduce our projects and engage leaders to influence socio-cultural norms, manage conflicts over resources, and inspire values that align with environmental restoration.

2 Capacity Building: Training of Trainers

Following these stakeholder meetings, we conduct a “Training of Trainers” for selected champion farmers chosen by local leaders through village meetings. This is an intensive five-day training that covers our restoration techniques, after which the champion farmers become ambassadors, sharing our restoration knowledge with their fellow farmers in their community.

3 Capacity Building: Coaching and Mentoring

To keep the program on track, field staff conduct regular monthly monitoring visits, working closely with champion farmers and local farmers to ensure progress. We do offer incentives to champion farmers differing from project to project.

4 Rural Communication

We also develop and execute communication strategies, specifically tailored to rural communities, utilizing communication approaches like movie roadshows, murals, and grassroots outreach to effectively disseminate information about our initiatives, programs or updates.

4 Monitoring, Evaluation and Learning

Throughout each program, we apply Monitoring, Evaluation, and Learning (MEL) techniques to track our impact and refine our approach. Our commitment to sustainability ensures that regreening efforts are long-lasting, with a sustainability plan ranging from 3 to 17 years as we gradually phase out and hand over responsibility to the community.

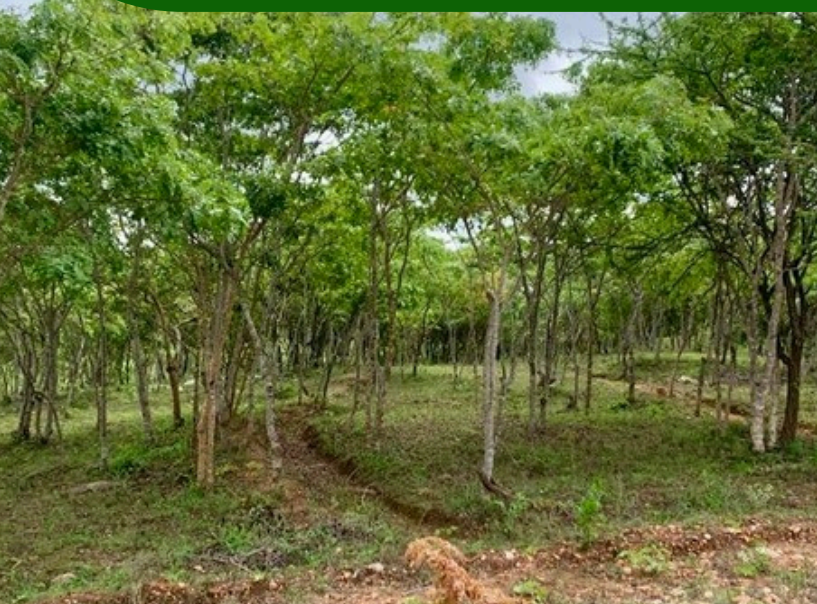
5 Innovation

We prioritize innovation, from exploring new regreening techniques to developing digital tools.

WE GO BEYOND TRAINING

Our communication strategy is designed to spark a regreening movement, inspiring millions across the region.

OUR KISIKI HAI AND FANYA JUU/CHINI PROJECTS



Kisiki Hai and Fanya Juu/chini (RWH) Projects in 2024

In 2024, our Kisiki Hai and Fanya Juu/Chini projects reached significant milestones, restoring over 5,000,000 trees, training thousands of farmers, and expanding to new regions while continuing activities in established villages across central and northern Tanzania. Dive into the green to explore the full impact of these initiatives.

- 1** We successfully expanded our Kisiki Hai projects to 33 new villages in Iringa and Singida regions, while continuing strong engagement in 602 existing villages. Our sustainability initiatives also achieved meaningful progress in targeted communities, further advancing land restoration and resilience.
- 2** To build support and guide effective implementation, we held stakeholder meetings in newly reached villages. In our active villages, follow-up meetings focused on experience sharing and gathering valuable feedback from local leaders. Additionally, workshops in our sustainability villages emphasized collaboration and strengthened the long-term impact of our initiatives.
- 3** Through our Training of Trainers (ToT) program, we empowered 150 new champion farmers in Singida and Iringa regions with our regreening knowledge. These champions are now reaching 22,000 new farmers, while return trainings for 776 previous champions in Dodoma and Singida regions further developed their expertise. In new villages, these farmers are becoming ambassadors, spreading knowledge and driving positive change in their communities.
- 4** Comprehensive coaching sessions were held in all the new, active, and sustainability villages to motivate, guide, and support farmers. These sessions focused on building confidence, enhancing technical skills, and addressing challenges encountered during implementation.

OUR KISIKI HAI AND FANYA JUU/CHINI (RWH) PROJECTS

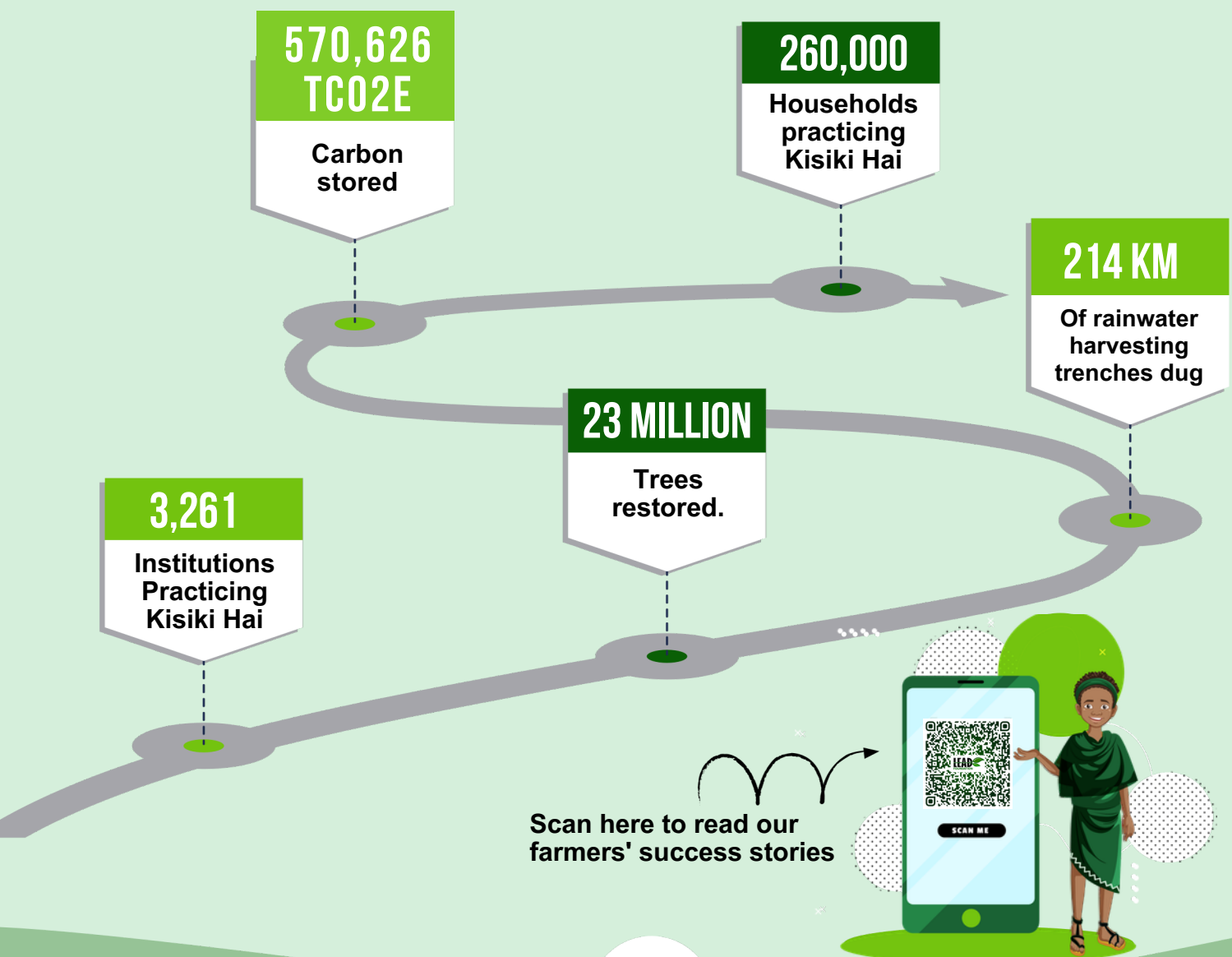
By offering personalized support and fostering a sense of community, our coaching encouraged more farmers to adopt our regreening knowledge

- 5 Our rural communication initiatives included painting murals throughout villages to inspire and educate farmers on sustainable practices. Additionally, 320 movie roadshows events were organized to showcase success stories and promote Kisiki Hai and Fanya Juu/Chini techniques.

- 5 To amplify our message, we distributed brochures and branded T-shirts and khangas, creating a sense of pride and unity among participants. These efforts were designed to increase awareness, generate enthusiasm, and encourage broader adoption of our projects.

- 6 Our monitoring and evaluation activities were actively carried out in the new, ongoing, and sustainability villages to verify our impact and ensure we remain on track to achieve our goals.

KEY KISIKI HAI AND FANYA JUU/CHINI MILESTONES



OUR HALF MOON BUNDS (RWH) PROJECTS



Half moon bunds in 2024

In 2024, our half-moon bunds projects achieved major milestones, with 30,000 bunds dug and 420 hectares of land successfully restored.

We expanded our efforts by launching a new project in the MBOMIPA (Matumizi Bora ya Maliasili Idodi na Pawaga) Wildlife Management Area (WMA) villages which surround the Ruaha National Park in Iringa, Tanzania, where 3,000 new bunds were dug.

Additionally, we continued our work in Arusha and Dodoma, with active bund sites now spanning 10 villages across the country. Community engagement remains strong in all project areas.

To build support and guide project implementation, we organized stakeholder meetings at the new site in the Iringa region. In the active villages of the Arusha region, we conducted follow-up meetings focused on sharing experiences and gathering feedback from local leaders

Meanwhile, a workshop held in a sustainability village such as Pembamoto in the Dodoma region emphasized collaboration and reinforced the long-term impact of our initiatives.

Through the Training of Trainers (ToT) program, we equipped 30 new champion farmers in Iringa with skills in rainwater harvesting techniques. Follow-up sessions for 220 existing champion farmers in Arusha further strengthened their expertise.

Personalized coaching sessions were held across new, active, and sustainability villages to support farmers by building confidence, improving technical skills, and addressing implementation challenges.

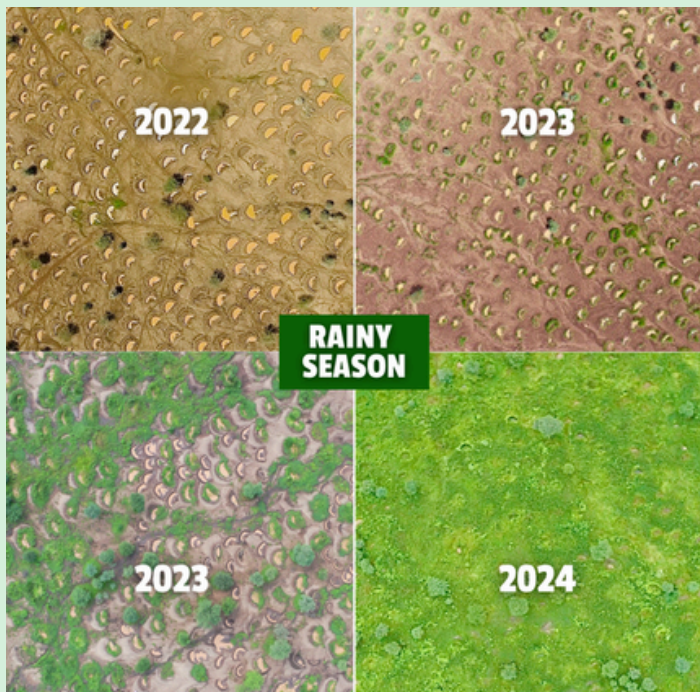


DID YOU KNOW

Each bund is oriented to face the slope from which rainwater flows, allowing it to effectively capture and retain water.

OUR HALF MOON BUNDS (RWH) PROJECTS

Rural communication efforts included 10 movie roadshows highlighting success stories and promoting the Half Moon Bunds technique. Murals were painted, and brochures, branded T-shirts, and Khangas were distributed to raise awareness and engage the community.

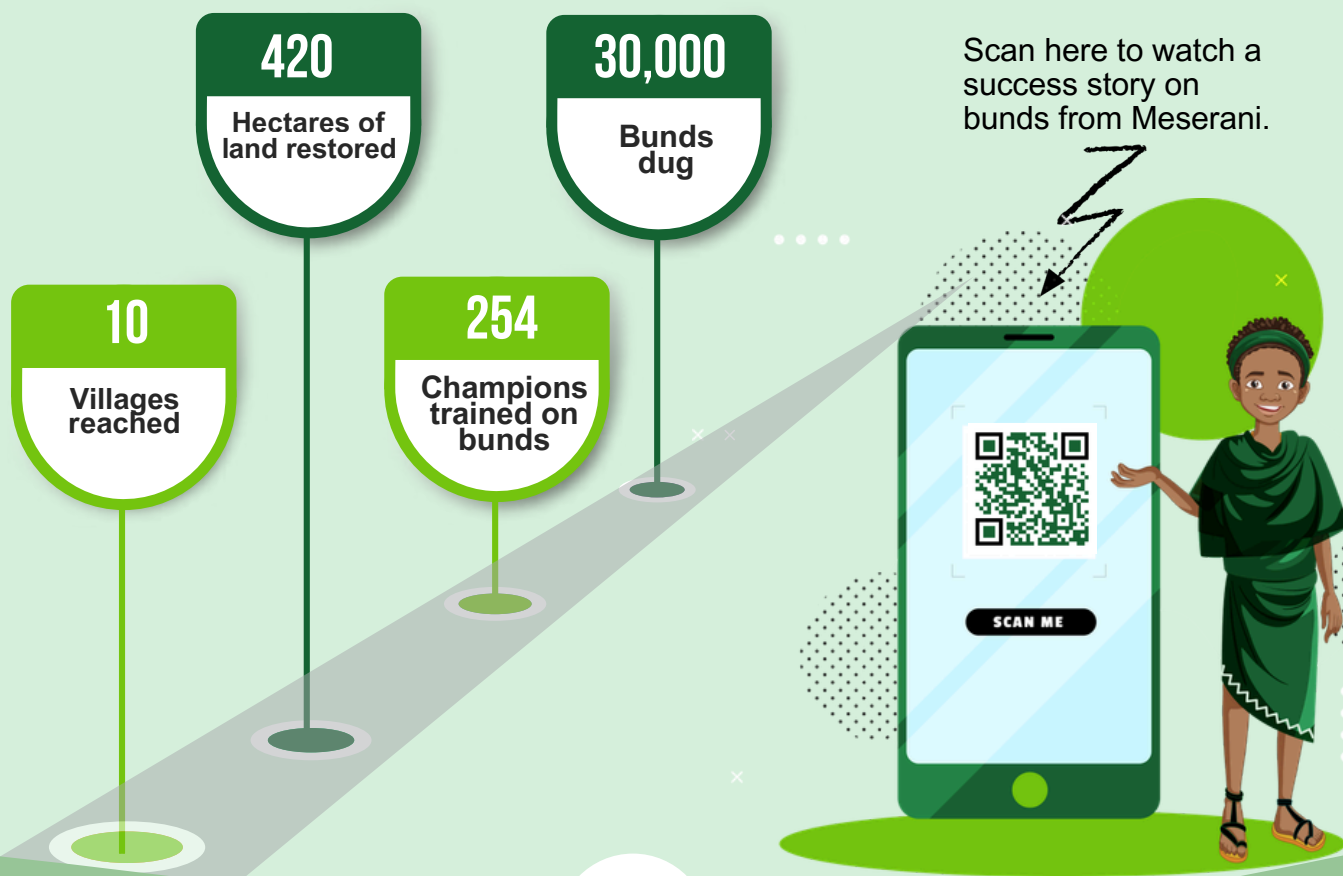


Bunds in Meserani throughout the years



Wildlife benefiting from our bunds site

HALF-MOON BUNDS MILESTONES



OUR TREE PLANTING PROJECTS



Tree Planting Project (Gliricidia and Faidherbia) in 2024

Beyond Kisiki Hai, our core tree restoration technique, we're also advancing tree planting efforts with incredible success! In 2024, our farmers' group achieved a key milestone: 100% completion in filling seedling bags and officially began sowing seeds in our nurseries.

Over the last two rainy seasons, we planted a total of 180,000 trees. Building on that success, the 2024 season added another 100,000 seedlings in Mpwayungu, Dodoma through the RESET Program, bringing our overall total to 280,000 trees. Of these, 236,880 are still thriving. The seedlings were distributed to 10,000 farmers and 20 institutions, greatly expanding our reach and impact.

Every seedling planted represents a step toward a greener, more sustainable future restoring the land, empowering farmers, and benefiting entire communities.

KEY BENEFITS AND PROCESS:

1

Drought Tolerance: Gliricidia and Faidherbia trees are highly resilient to dry conditions. Their deep root systems allow them to access water stored deep in the soil, making them suitable for areas with low rainfall. Once established, they require minimal maintenance and water, making them ideal for long-term restoration.

Faidherbia albida

Also known as the "fertilizer tree", sheds its leaves during the rainy season, allowing crops to grow beneath its canopy. It adds nutrients to the soil and reduces water loss during critical growth periods.



OUR GRASS SEED BANK PROJECT

One Grass Seed Bank project in 2024

We have a grass seed bank project located in the village of Mungere, in Arusha, Tanzania. Now in its third year, the project has been quite successful and has already brought significant benefits to the community. In 2024, the project made notable progress and continued to grow in impact.

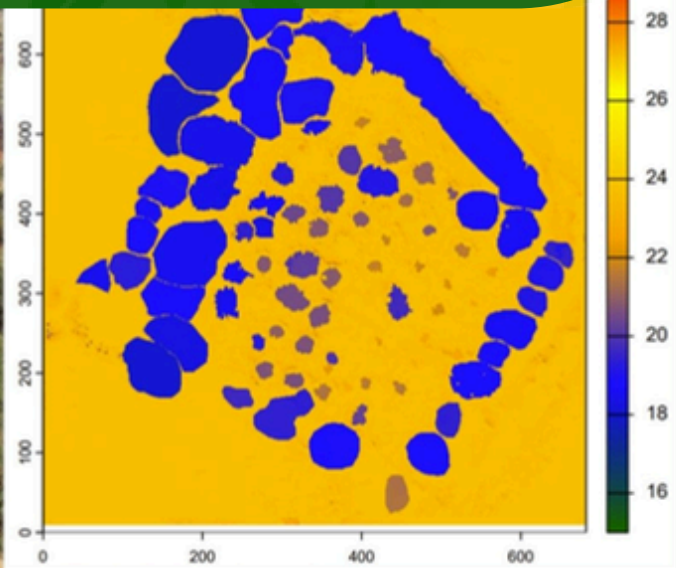
We carried out grass harvesting activities that enabled pastoralists to secure sufficient feed for their livestock while also generating additional income by selling surplus grass and seeds. Community members harvested 77 kilograms of *Cenchrus ciliaris* seeds; a resilient, indigenous grass species, providing enough seed to restore approximately 8 hectares of degraded land.

Through personalized coaching sessions, we worked closely with champion farmers offering guidance to sharpen technical skills, and tackle challenges in implementing sustainable grass planting and harvesting practices.

The impact goes beyond the environment. This resilient grass is fueling economic empowerment, turning restoration into opportunity. The community is not just restoring their land, they're rebuilding their future.

OUR RESEARCH PROJECT

LEAD
FOUNDATION



One Research Project in 2024 (KISHADE)

WHY THIS PROJECT MATTERS

Climate change is a growing health, socio-economic, and environmental threat. In Tanzania, over 70% of the workforce relies on outdoor farm labor, placing millions at increasing risk of heat-related illness. Dehydration, fatigue, kidney injury, and cardiovascular strain are already affecting livelihoods, with long-term consequences. Most global heat-health models overlook how people experience heat in the environments they work in. On going research being conducted under KISHADE (Kisiki Hai Sustainable Heat Adaptation Development) fills that gap.

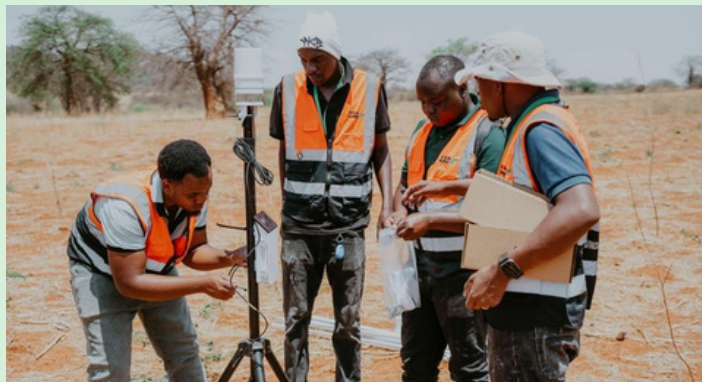
OUR APPROACH: QUANTIFYING THE IMPACT OF TREES ON HEALTH

KISHADE investigates whether trees on farms, restored through the indigenous Kisiki Hai method (Farmer Managed Natural Regeneration, FMNR), can reduce heat stress and safeguard human health.

It is the most comprehensive study of its kind in Tanzania, and among the first globally, to combine biometric data, microclimate mapping, and community-driven research to explore nature-based heat adaptation. Led by LEAD Foundation, with support from international and national partners, the project builds on a proven track record:

- ➔ 23 million native trees regenerated
- ➔ 260,000+ households engaged
- ➔ 635 villages

Now, the question is: how can trees mitigate the health risks of climate change?



OUR RESEARCH PROJECT

RESEARCH ACTIVITIES IN BRIEF

KISHADE is active in four districts of the Dodoma Region, using a quasi-experimental design to compare health and environmental outcomes across matched tree-covered and non-tree sites. Key elements:

- Biometric monitoring of farmers (markers of physiological heat strain, cardiovascular strain, dehydration and kidney injury)
- Fine-scale microclimate mapping and monitoring of temperature, relative humidity, wind, etc. with drones, loggers, and sensors
- Ethnographic fieldwork in eight Villages to capture lived experience and adaptation practices: using participant observation, in-depth interviews and focus group discussions
- Remote sensing for landscape-scale analysis on vegetation and tree cover



WHAT WE ARE SEEING ALREADY

- Farmers report thermal comfort and reduced heat exhaustion under tree cover, affirming the perceived benefits of natural shade for outdoor work.
- Microclimate mapping is underway, with detailed data being collected using sensors on farms enrolled in the intervention and those not enrolled.
- Collection of physiological and environmental data is ongoing: participants are monitoring devices that collect continuous data and generating rare, real-time physiological and environmental data.
- Access to drinking water remains a challenge, reinforcing the need to integrate tree-based shade with other solutions.
- Community engagement is strong: local advisory boards and interviews with community members and leaders confirm high demand for practical, low-cost greening strategies like FMNR.

OUR BEEKEEPING PROJECTS



Beekeeping project and incentives

Our beekeeping projects play a crucial role in advancing environmental sustainability while enhancing livelihoods in rural communities. By offering training in modern beekeeping techniques, these initiatives empower farmers to earn additional income through the sale of honey and other bee-related products. Beyond the economic impact, beekeeping also promotes biodiversity by supporting pollination, an essential process for maintaining healthy ecosystems and improving crop yields.

By the end of 2024, we had distributed over 848 beehives across the Dodoma region. Of these, 300 beehives were allocated to our Kiboriani Reforestation and Beekeeping Project in collaboration with the Global Environment Facility (GEF) through UNDP Tanzania's Small Grants Programme. Although this project has already phased out, the communities continue to benefit from its outcomes. On the next page, you can see what the project has achieved so far.

BEEHIVES AS INCENTIVES

400 beehives were distributed as incentives to the best-performing farmers and villages under our Regreening Mima and Kibakwe program in Mpwapwa, implemented in partnership with Ecosia.

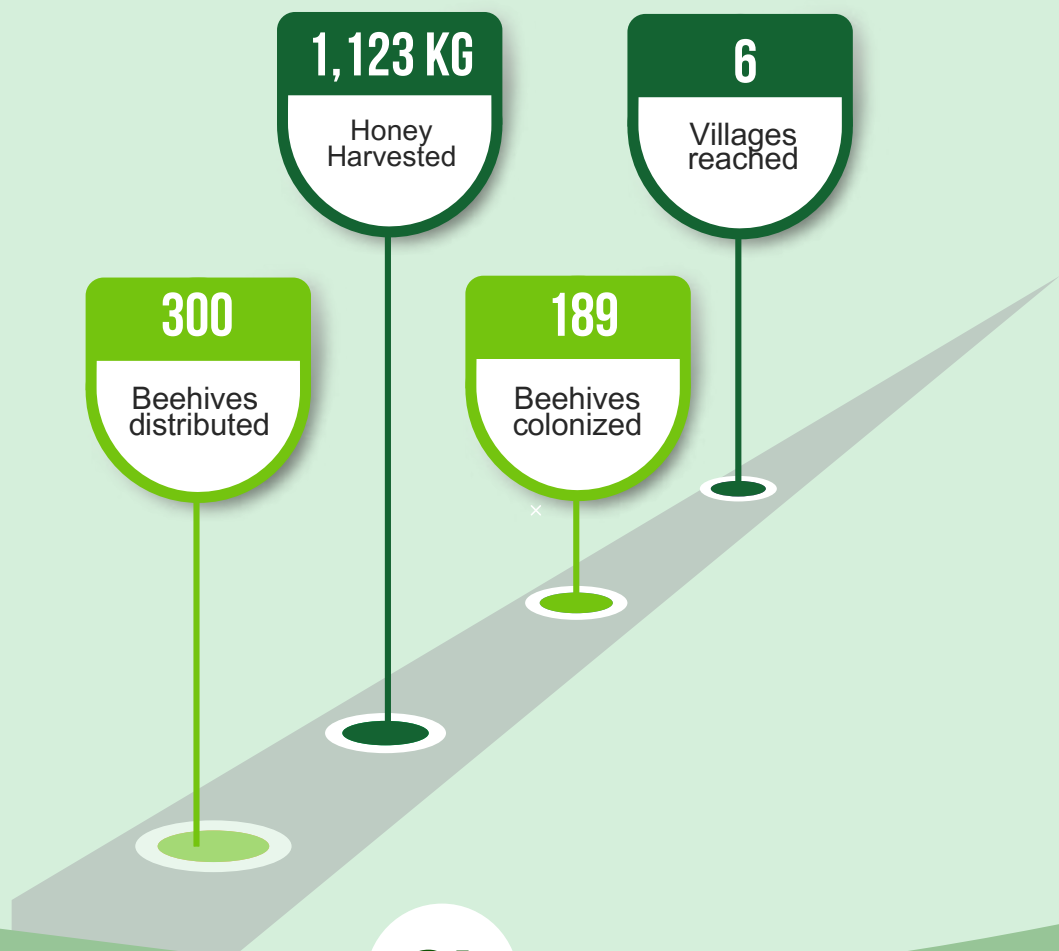
The remaining 148 beehives were also distributed as incentives through our Regreening Dodoma program, carried out in collaboration with Justdiggit.



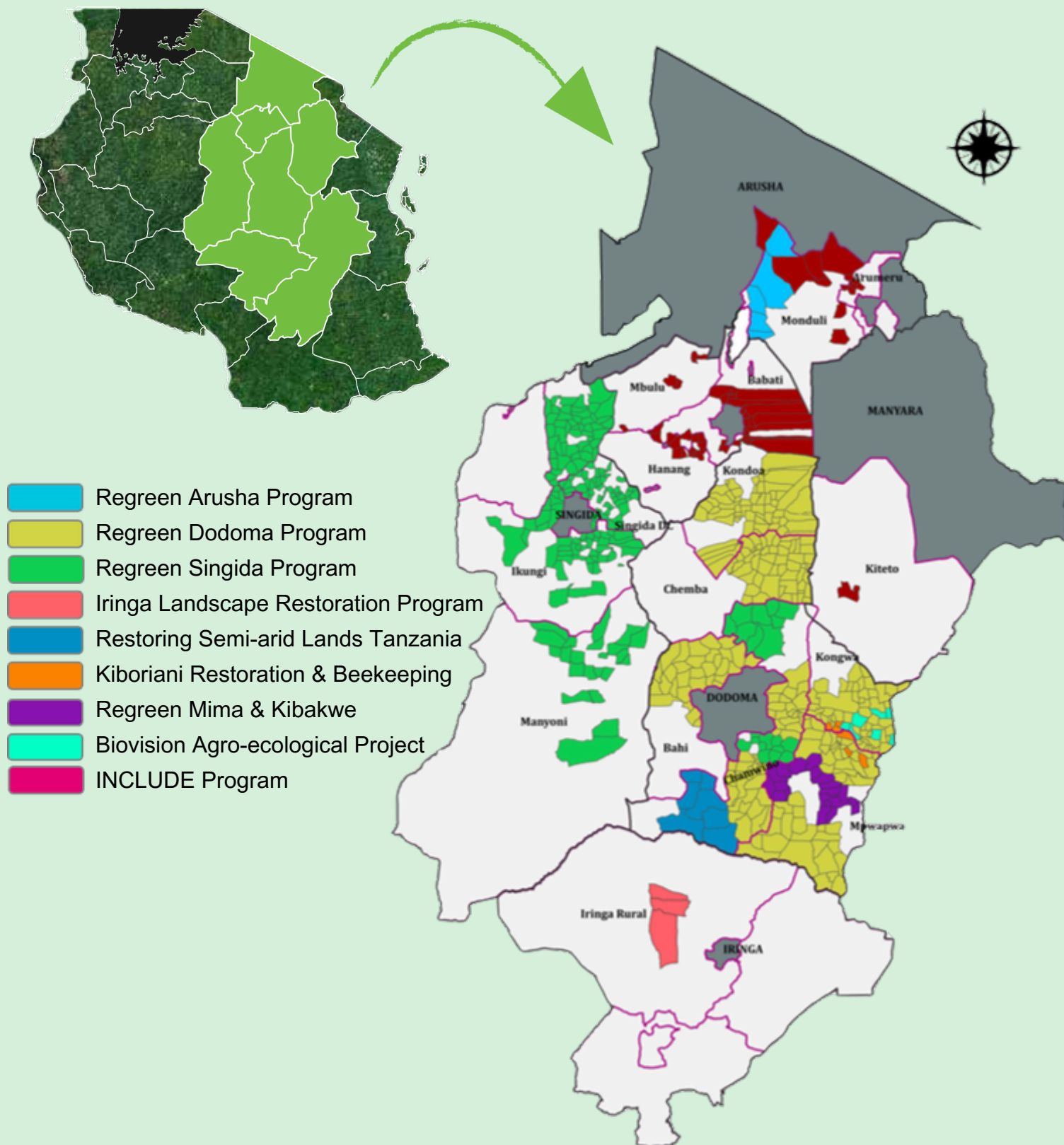
OUR BEEKEEPING PROJECTS



KEY MILESTONES IN OUR KIBORIANI REFORESTATION AND BEEKEEPING PROJECT



OUR PROJECT LOCATIONS



OUR PHILOSOPHY

The LEAD Foundation's philosophy is encapsulated in a "rotating theory of change" where its core pillars — Leadership, Environment, and Community — are interconnected and mutually reinforcing.

This approach, is guided by the motto:

"Equipping Leaders, Conserving Environments, Serving Communities," and drives a self-sustaining cycle of transformation.

The entire process is amplified by strong partnerships - by collaborating with local and international organizations, government bodies, and research institutions, we integrate diverse expertise and resources. This ensures our projects are evidence-based, scalable, and aligned with global goals, proving that collective action is essential to create a resilient and prosperous future.



LEADERSHIP IMPACT

“Equipping Leaders”



FROM THE FIELD TO THE BALLOT BOX: EMPOWERING CHAMPION FARMERS TO LEAD

At LEAD Foundation, our mission extends beyond restoring landscapes; we are dedicated to cultivating leaders from the ground up. Our 2024 initiatives reaffirmed this commitment, demonstrating that by empowering champion farmers with practical skills, we can drive not just environmental change, but lasting community and political transformation.

The local government elections conducted in the year 2024 in Tanzania provided a powerful testament to our work in leadership formation. A remarkable number of our champion farmers, who have been trained in our programs, stepped up to contest various positions. Their success in these elections is a direct result of their newfound skills in communication, management, and community mobilization, all core components of our training.

We are incredibly proud to report that our champion farmers secured key leadership roles across several districts. This significant achievement means that approximately 13.6% of the champion farmers we trained in 2024 have successfully translated their skills into political influence, securing positions in local government. The data in the next page shows their significant representation in various village and hamlet government positions, proving that our investment in their personal growth is paying dividends for their entire communities.

FROM THE FIELD TO THE BALLOT BOX: EMPOWERING CHAMPION FARMERS TO LEAD

District	Village Chairpersons	Executive Officers	Hamlet Chairpersons	Village Government Council Committee Members	Ten-Cell Leaders	Total Champion Farmers elected to various leadership positions
Mpwapwa	5	2	-	55	-	62
Manyoni	1	-	3	5	-	9
Ikungi	10	-	5	34	-	49
Mkalama	15	3	13	99	2	132
Bahi	1	-	6	8	-	15
Singida	4	-	2	47	16	69
Chamwino	3	-	5	19	-	32
Longido	-	-	-	1	-	1
Kondoa	1	-	1	6	-	8
Chemba	-	-	-	2	-	2
Monduli	2	2	7	20	5	36
Total	42	7	41	282	23	395

Looking ahead, we are excited to see this momentum continue. We are actively encouraging and preparing more of our champion farmers to contest for a wider range of positions, and we look forward to seeing a number of them win a councilor position in the upcoming October 2025 general election. This is not just about political impact; it's about embedding local, community-driven leadership at every level of governance. By building a network of empowered leaders, we are ensuring that the principles of environmental conservation and sustainable development are championed from the village level all the way to the district council.

Through this work, we are proving that true and lasting change happens when you invest in people and empower them to lead their own transformation.

THE POWER OF WOMEN'S LEADERSHIP IN NATURE-BASED SOLUTIONS

The LEAD Foundation's impactful work in Tanzania is a story of how local action can drive global change. Central to its philosophy is the belief that empowering communities, especially women, is the key to creating resilient landscapes and sustainable livelihoods.

This commitment was highlighted when LEAD was a national partner in developing a manual of gender-transformative decision-making tools for the Africa Research in Sustainable Intensification for the Next Generation (Africa RISING) program. This manual, developed in collaboration with a multidisciplinary team including the International Institute of Tropical Agriculture (IITA), the University of Dodoma, Michigan State University and the Tanzania Agricultural Research Institute (TARI), aimed to integrate gender-transformative interventions with technical ones.

One of the most significant tools developed was the Gender Balance Tree. This innovative tool helps farmers visually map out who does what work, who controls assets, and how income is spent, allowing them to identify imbalances and work towards a more equitable household.



LEAD Foundation's dedication to this cause was further affirmed in March, 2024, when our Director of Programs, Njamasi Chiwanga, attended the Global EverGreening Alliance (GEA) - "Accelerating Nature-based Solutions Conference" in Livingstone, Zambia. Speaking at a side event co-hosted by the CARE-WWF Alliance, Njamasi highlighted the organization's approach to women's leadership in our projects. He proudly noted that while the foundation treats all community members equally, it is consistently the women who "become the flagships" of their initiatives.

This powerful statement at an international conference showcased how the principles embedded in tools like the Gender Balance Tree translate into real-world success. By focusing on women's participation and leadership, the LEAD Foundation is not only restoring degraded landscapes but also fostering economic resilience and building a foundation for a more equitable future.

ENVIRONMENTAL IMPACT

"Conserving Environments"

The "Conserving Environments" pillar is the cornerstone of the LEAD Foundation's work. We believe that to amplify our impact and reach more communities, collaborating and partnering with like-minded organizations is essential. By investing in communities and empowering them to take the lead, we've shown that we can create meaningful and enduring change. Our main environmental conservation projects and the partners we're working with are shown in the table below:

Project and Location	Period	Achievement	Partners/Donors
1. Regreening Dodoma Program Location: Dodoma 342 villages	2018 - Present Status: Sustainability period	• Over 15 million trees restored (Kisiki Hai) • 116,522 meters of Fanyas dug • 5,142 bunds dug • 172,538 households trained	Justdiggitt
2. Regreening Singida Program Location: Singida 183 villages	2021 - 2028 Status: Active implementation period	• Over 7 million trees restored (Kisiki Hai) • 59,104 meters of Fanyas dug • 65,278 households trained	Justdiggitt
3. Regreening Arusha Program Location: Arusha 6 villages	2021 - Present Status: Sustainability period	• 70,000+ trees restored (Kisiki Hai) • 22,000 bunds dug • 1 Grass-seed bank • 5,054 households trained	Erbacher Foundation & Justdiggitt
4. FMNR and RWH Project in Iringa Location: Iringa 3 villages	Dec. 2024 - 2027 Status: Active implementation period	• 4,500+ trees restored (Kisiki Hai) • 3,000 bunds dug • 370 households trained	Nawiri Foundation
5. INCLUDE Program Location: Arusha and Manyara 61 villages	2022 - 2026 Status: Active implementation period	• 150,000+ trees restored (Kisiki Hai) • 38,053 meters of Fanyas dug • 12,588 members trained	Trias & Justdiggitt

ENVIRONMENTAL IMPACT

Project and Location	Period	Achievement	Partners/ Donors
6. Regreening Mima and Kibakwe project Location: Mpwapwa, Dodoma 20 villages	2019 - 2023 Status: Sustainability period	• Over 1 million trees restored (Kisiki Hai) • 2,134 households trained	Ecosia
7. Restoration of Semi-Arid Lands of Tanzania (RESET) Location: Mpwayungu division, Dodoma 20 villages	2021 - 2027 Status: Active implementation period	• 220,000+ trees restored (Kisiki Hai) • 236,880 trees planted and still alive • 5,270 households trained	One Tree planted & World Resources Institute
8. KISHADE (Kisiki Hai Sustainable Heat Adaptation Development) Location: Dodoma 50 villages	2023 - 2028 Status: Active implementation period	• 50 villages engaged • 550 farmers are engaged in the research.	Wellcome Trust, Metameta & London School of Hygiene and Tropical Medicine
9. Kisiki Hai for Schools Location: Dodoma and Singida 39 villages	2022 - 2023 Status: Sustainability period	• 39 schools • 39 Kisiki Hai clubs • 23,656 trees restored (Kisiki Hai)	Awaken Trees
10. Biovision Watershed Project Location: 8 villages in Dodoma	2021 - 2023 Status: Phased out	• 63,000+ trees planted • 316 farmers trained	ICRISAT & TARI

COMMUNITY DEVELOPMENT IMPACT

"Serving Communities"



Our mission is to empower communities to lead their own transformation. The year 2024 stands as a testament to this approach, showcasing how our initiatives in environmental restoration are directly translating into tangible community development, economic resilience, and a new generation of grassroots leaders. Our impact is not just measured in trees and restored land, but in the thriving livelihoods and strengthened communities we serve.

Investing in Community-Driven Infrastructure and Services

Our awards program is designed to empower communities to address their most pressing needs. We have awarded prizes worth more than TZS 500 million, with all of the items in the table below contributing to this total value. This funding is then used for community-driven projects, such as:

- Providing essential materials for educational infrastructure, including 60 wooden desks to reduce classroom overcrowding.
- Renovating clinics and constructing public toilets to improve hygiene and access to vital services.

In addition to these prizes, we have provided substantial material support for infrastructure projects like building classrooms and teachers' houses. These materials include 807 bags of cement, 216 sheets of galvanized iron, and 150 pieces of timber. We have also furnished local government offices with 28 office tables and 11 office chairs.

COMMUNITY DEVELOPMENT IMPACT

Fostering Livelihoods and Economic Resilience

Our livelihood projects are central to our community development strategy, with many items distributed as incentives to the best-performing villages.

- Livestock & Beekeeping: We have distributed a total of 848 beehives to farmer groups. These have been instrumental in a harvest of 1,123 kg of honey from the Kiboriani Restoration Project. We have also provided a variety of livestock, including 225 goats, 78 pigs, 4 cows, and 136 chickens to farmer groups.
- Grass Seed Banks: The Grass Seed Bank Project in Mungere village, Arusha, is becoming a key income-generating activity. Similarly, in Pembamoto village, after receiving a manual hay baler to add value to their pasture, locals sold over 1000 hay bales in 2024 to commercial livestock keepers from urban areas. The income earned was then used for other community development projects like building classrooms.



The manual hay baler and grass shredder we provided are being used by villagers in Pembamoto to produce hay bales.

Equipping for Lasting Change

To support our champion farmers, we have distributed essential tools and materials, including 2,018 smartphones, 2,910 T-shirts, 1,722 bicycles, and 90 machetes. Our educational outreach extends to schools, with the Kisiki Hai for Schools project, where we have distributed a Kisiki Hai cartoon book to 39 schools.

These achievements underscore our commitment to a holistic model of development where environmental sustainability and community well-being are inseparable. By investing in people, we are not just restoring landscapes; we are building a foundation for a more resilient future.

COMMUNITY DEVELOPMENT IMPACT

Here are a few examples of awards we've presented to the best-performing villages.



- Kijota Village in Singida was recognized for its excellence. Champion farmers and local leaders completed renovations of the village office restroom, a facility that had been unusable for over a year due to severe damage. The restored restroom will serve over 400 women from the villages of Nduu and Kijota who visit the clinic each month, greatly improving hygiene and access to vital services.

- In Chamwino District, Dodoma, we celebrated the outstanding performance of two villages with awards that address critical community needs. Idifu village received 16 desks, which will accommodate 48 first-grade students who previously sat on the floor, significantly enhancing their learning conditions. Below is a photo of students proudly receiving their desks award – smiles all around! Mjelo village was awarded 16 modern beehives to stimulate beekeeping activities. This initiative not only supports income generation but also fosters environmental stewardship through the Kisiki Hai program, benefiting both the local economy and natural resources .



Recognizing and rewarding local achievements is essential for fostering sustainable and empowered communities. Across multiple districts in Tanzania, we are honoring the exceptional work of high-performing villages through awards that bring real, lasting benefits.



COMMUNITY DEVELOPMENT IMPACT DATA

Category	Quantity	Details
Prizes worth	TZS 500+ million	Awarded to top-performing villages for various community development projects.
Infrastructure & Education		
Cement Bags	807	For educational and community building projects.
Galvanized Iron Sheets	216	For roofing on community buildings.
Timber	150	Used in various infrastructure projects.
Wooden Desks	60	Provided to schools to prevent students from sitting on the floor.
Livelihood Incentives		
Beehives	848	Distributed to farmer groups for honey production.
Goats	225	Distributed as incentives to farmer groups.
Pigs	78	Distributed as incentives to farmer groups.
Cows	4	Distributed as incentives to farmer groups.
Chicken	136	Distributed as incentives to farmer groups.
Tools and Supplies		
Smartphones	2,018	For champion farmers' communication, data collection and reporting.
T-shirts	2,910	Given to champion farmers and community members for identification and awareness raising
Bicycles	1,722	For champion farmers' field transportation.
Machetes	90	For pruning and other farmers' work.

INSIGHTS AND REFLECTIONS: LESSONS LEARNED FROM OUR PROJECTS

Working on regreening and community development projects has taught us valuable lessons, highlighted challenges, and underscored the importance of innovative and inclusive approaches. Here are key findings from our experiences:

Building a Legal Framework:

Establishing a solid legal foundation is essential for effective regreening and has led to positive transformations. Many communities have implemented by-laws that protect tree farming and penalize unauthorized tree cutting, which has helped ensure tree ownership and motivated farmers to safeguard their investments. However, one significant hurdle is that some of the villages lack comprehensive land use plans. This complicates efforts to implement regreening initiatives on communal land. To address this, we emphasize engaging communities and highlighting the direct benefits of the projects, making legal frameworks more acceptable and effective.

Inclusive Community Engagement:

Sustainable regreening requires collaboration with all stakeholders, including community members, village leaders, regional and national officials, and various partners. Our projects thrive when these groups are actively involved. By ensuring everyone's participation, we spread the knowledge and practices far beyond the project sites, creating a lasting impact across wider areas. Successful outcomes are rooted in the collective effort and shared vision of all parties.

The Regreening Ripple Effect

When regreening knowledge reaches the bunch of farmers in a community and they begin to apply it, it becomes contagious, spreading rapidly from farmer to farmer like wildfire. Eventually, the entire village becomes a success story in land restoration.

Empowering Women:

Gender equality is a cornerstone of our work, and involving women has proven crucial to our success. Over the past 12 years, we have seen that projects thrive when women actively participate. Women have led initiatives and contributed significantly, even in physically demanding tasks like digging trenches and bunds. Their dedication and hard work have been instrumental in advancing regreening efforts, making gender balance a key driver of project success.

Shifting Mindsets:

One of our most significant challenges has been changing long-held farming practices. Convincing farmers to adopt new methods requires patience and practical demonstrations. We found that peer-to-peer mentoring is incredibly effective, as farmers trust and learn better from one another. Hands-on lessons delivered by fellow farmers, whose livelihoods depend on sound practices, resonate more strongly than advice from outside experts. This approach builds trust and facilitates lasting change.

SUCCESS STORIES AND TESTIMONIES



Agness Julius

Agness Julius is very happy to see that bunds have helped restore the lost vegetation in her village, Meserani, in Arusha. She says, "In the past, our land was extremely dry, as you can see. But thank God, greenery has now returned. We're grateful for the changes we've seen in the village, just by harvesting rainwater through bunds. We harvest plenty of many grass seeds, which we use to plant in dry areas. The surplus is sold, giving us extra income"

Restoring forests

In Singonhali village in Dodoma, four farmers have embraced the Kisiki Hai technique since 2019. By pruning and protecting the stumps of cut-down trees, they have already restored an area with over 3,000 trees! Big trees now providing many benefits to the community, What's even better is that this village is just one of the many success stories. In total, Tanzanian farmers have brought back 23 million trees with Kisiki Hai. and this is just the beginning!



Pilly Hamis

We are working with local farmers where we harness the power of nature: Agroforestry, where trees and crops thrive together creating a sustainable landscape that nourishes both people and planet. In the Matare village of Singida region, a farmer named Pilly Hamis is practicing agroforestry to perfection. With over 200 trees all thriving together in her farm, she now experiences a lot of benefits such as less soil erosion, rainwater retention, fertile land and a cooler farm.

SUCCESS STORIES AND TESTIMONIES



Grass-seedbank in Mungere, Arusha

Just three years ago, the vision of a community-driven grass seed bank in Mungere, Arusha was just beginning to take shape. Today, that vision is thriving and it's giving back in many ways. Locals have harvested 77 kg of *Cenchrus ciliaris* grass seeds from two hectares of land. These hardy indigenous grass seeds are enough to restore 8 hectares of degraded land. But the impact goes beyond the environment. This resilient grass is fueling economic empowerment, turning restoration into opportunity.

Bunds in Iringa

Our new bunds project in Iringa is turning drylands into greenlands! After years of barren soil, life is finally returning. Thanks to the rainwater harvested by the bunds during the rainy season, the soil's water balance has improved; sparking a miraculous comeback of vegetation. Seeds that were dormant for years are now sprouting, painting the land green once more. These moments were captured in our project area in Iringa, Tanzania, between December 2024 and March 2025.



Bund site in Pemabmoto, Dodoma

Even during the harshest dry seasons, our Pemabmoto bund site continues to provide a dependable source of nourishment for both livestock and the community. This resilience not only strengthens local livelihoods but also creates income that funds vital development projects such as building schools; helping to empower and uplift the next generation.

SOME OF OUR 2024 HIGHLIGHTS

UNESCO GREEN CITIZENS: THE PEMBAMOTO PROJECT GOES GLOBAL!



The Pembamoto Rainwater Harvesting Project has earned global recognition from UNESCO Green Citizens for its innovative and impactful approach. Partnering with Justdiggitt, the project spans 80 hectares in Kongwa District, restoring degraded land for farmers and pastoralists. Over 5,000 bunds have transformed a barren mountain into the vibrant Green Mountain. In 2021, during a drought, the thriving grass funded community projects like building school class rooms. What truly sets this project apart is the active community involvement, ensuring its sustainability. The UNESCO recognition is both an honor and a call to action, showing how local efforts can inspire global change for a greener future.

LEAD AT UNCCD COP 16 in SAUDI ARABIA

As an accredited Organisation by the UNCCD, we were thrilled to join global leaders, innovators, and greening advocates at the UNCCD COP 16 which took place in Riyadh from 2–13 December 2024. This landmark conference themed 'Our Land. Our Future.' celebrated 30 years of advancing solutions for desertification, land degradation, and drought resilience. As the largest UN land conference ever and the first in the MENA region, we had a unique opportunity to connect, collaborate, and champion sustainable practices like Kisiki Hai and Rainwater Harvesting at our booth. Additionally, we utilized virtual reality goggles to provide visitors with an immersive experience of our field activities. We also had an opportunity to host a high-level side event with the Tanzania Minister of Environment, which generated significant interest and engagement. The half-moon bund prototypes, in particular, proved to be a popular attraction, facilitating clear explanations of their functionality.



SOME OF OUR 2024 HIGHLIGHTS

ACCELERATING PROGRESS WITH 320 ROADSHOWS IN 2024



2024 was a transformative year of momentum and impact in our program areas. In just this one year, we reached a major milestone completing 320 roadshows. Through cinema, music, and traditional dances, these vibrant events have energized communities, sparked meaningful conversations, and fueled a growing movement for positive change. Each roadshow brought together people of all ages, creating shared experiences that sparked important conversations around social change, unity, and empowerment. The energy, enthusiasm, and sense of community these events generated have been truly transformative, laying a strong foundation for long-term impact in the region. The roadshows have taken place in 320 communities from our program areas in Central Tanzania.

LEAD AT THE RESTORATION ACADEMY IN INDIA

We were honoured to be among the speakers at the Restoration Academy in India, a joint initiative by GIZ India, RECAP4NDC, and the UN Decade of Ecosystem Restoration (DEER Project). We had the opportunity to deliver a presentation showcasing our work in Tanzania, particularly focusing on the effective communication strategies we've implemented alongside our Regreening Programs. This exciting event united over 65 restoration experts to dive deep into the holistic approach to Forest Landscape Restoration (FLR). We explored vital issues such as funding, monitoring, policy, gender equality, and effective communication. It was an inspiring opportunity for shared learning and driving forward the Generation Restoration movement.



QUICK BITES OF KNOWLEDGE

Did you know that in our bund sites in Arusha most of the diggers are women? and there is a fun fact about this. Women diggers are faster at mastering how to dig bunds, and they dig faster than men! Why? because in the Maasai community it is the women who build the bomas (traditional houses). The technique used to measure and build the bomas is similar to the technique used to dig a bund

Close to 75 percent of the world's fruit and seed crops depend, at least in part, on pollinators like bees. Pollinators contribute to 35 percent of the world's total crop production, pollinating 87 of 115 leading food crops worldwide.

Have you ever wondered why our bunds are semi circular? Their semi-circular shape is an optimal balance between water holding strength, storage capacity and labor requirements. They are meant to capture as much rainwater as possible when it flows downhill. A round structure is the strongest geometrical structure and is stronger than other alternatives. Therefore, a semi circular bund will more successfully withstand rainwater force of the water stored within.

Even the smallest actions, when adopted by millions, can spark a powerful movement for positive change on our planet. Let's commit to being the generation that restores the earth and secures a sustainable future for everyone.



OUR NEXT STEPS

LEAD has actively partnered with both local and international organizations, while also forging new collaborations. Looking ahead to 2025, we are preparing to expand our reach into previously underserved districts within the Singida region, as well as into new regions across the country.

1

Upscaling to new districts in Singida (2025- 2028)

In 2025, we plan to expand our regreening efforts within Singida Region. Our goal is to reach more villages in Mkalama District and to scale up to Iramba District for the first time. This marks a significant step forward in the growth of the Regreening Singida Program, which is implemented in close partnership with Justdiggit. Together, we are committed to restoring degraded landscapes, improving livelihoods, and fostering climate resilience in the region.

2

Expanding operations into new areas within the Iringa region

After successfully establishing ourselves in Iringa with three bund sites across three villages, we now aim to scale up our programs to reach more communities within the region. Thanks to our partnership with NAWIRI, this expansion is becoming a reality.

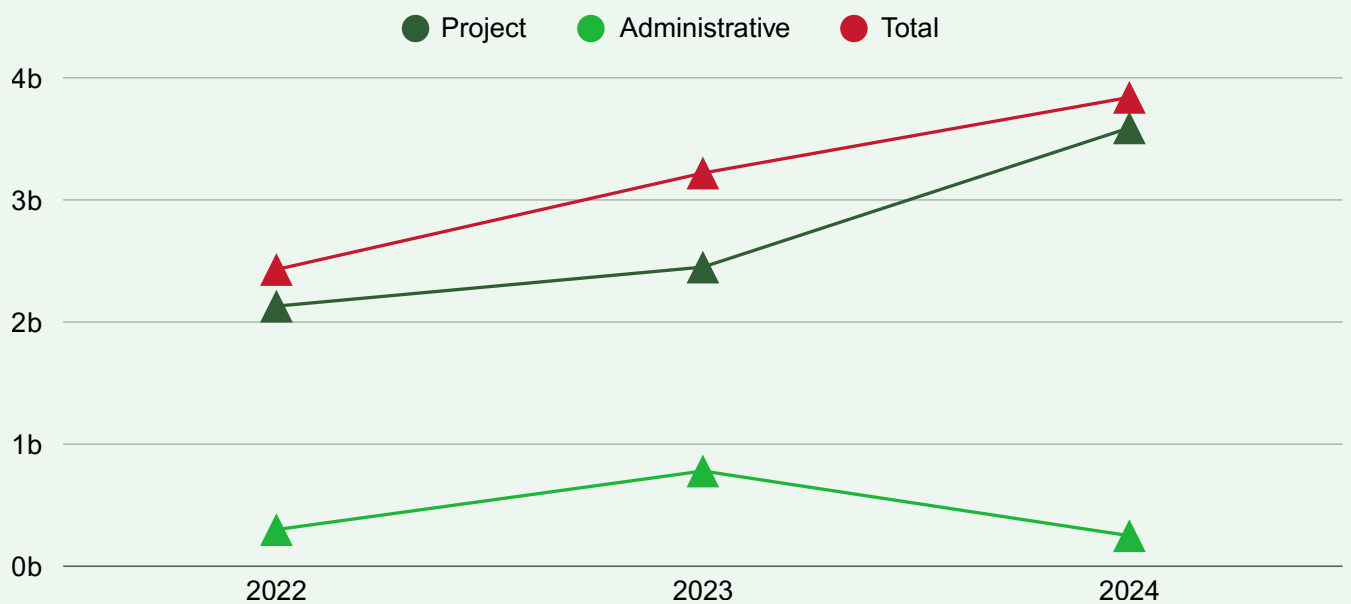
3

From Global Recognition to Stronger Alliances

In 2024, LEAD gained global recognition by actively participating in numerous international conferences and workshops, and was also nominated for the Earthshot Prize. Looking ahead to 2025, LEAD aims to expand its presence on the global stage even further, while building new partnerships with both local and international organizations and communities.

INCOME AND EXPENDITURE

TZS	2024	2023	2022
INCOME			
Grant income	3,604,878,863	3,014,508,931	2,348,300,093
Program income	102,476,533	168,303,236	76,490,345
Capital grant amortization	129,559,677	47,183,269	9,727,600
TOTAL INCOME	3,836,915,093	3,229,995,436	2,434,518,058
EXPENDITURE			
Project expenses	3,590,587,363	2,452,419,275	2,138,906,934
Administrative expenses	246,327,730	777,576,161	295,611,124
TOTAL EXPENDITURE	3,836,915,093	3,229,995,436	2,434,518,058



FINANCIAL POSITION

TZS	2024	2023	2022
ASSETS			
Non-current assets			
Property and equipment	453,436,589	240,107,901	123,147,232
Current assets			
Receivables & prepayments	36,986,203	36,986,203	4,842,425
Cash and cash equivalent	1,821,402,165	1,506,642,766	650,940,652
Total current assets	1,858,388,368	1,543,628,969	655,783,077
TOTAL ASSETS	2,311,824,957	1,783,736,870	778,930,309
EQUITY			
Capital fund	24,501,719	93,782,864	30,045,000
Retained earnings	16,700,000	16,729,314	16,729,314
TOTAL EQUITY	41,201,719.88	110,512,178	46,774,314
LIABILITIES			
Trade and other payables	4,392,690	23,081,274	10,643,331
Deferred income	1,886,696,584	1,465,532,881	629,234,494
Deferred capital grant	379,5333,963	184,610,536	92,278,170
TOTAL LIABILITIES	2,270,623,237	1,673,224,691	732,155,995
TOTAL EQUITY & LIABILITIES	2,311,824,957	1,783,736,869	778,930,309

ACKNOWLEDGMENT

The progress we've achieved stems from the strong collaboration with the Tanzanian government, community members, and a range of public and private stakeholders. Highlighted below are some of the key organizations that have been instrumental in our efforts over the years.



LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE



ERBACHER



STIFTUNG



ECOSIA



Nawiri
Foundation

CONTACT DETAILS

LEAD Foundation was originally established in Mpwapwa town, located in the Dodoma region. While it maintains its roots there, its central coordination and operational headquarters are now based in Dodoma city, the capital of Tanzania. The Foundation also runs field offices in Arusha and Singida.

DODOMA

-  (+255) 026 2322786
-  www.leadfoundation.org
-  info@leadfoundation.org
-  1 LEAD St., 41110
Kilimani/Uzunguni Area
P.O. Box 1823
Dodoma, Tanzania

MPWAPWA

-  (+255) 026 2322786
-  www.leadfoundation.org
-  info@leadfoundation.org
-  Ilolo,
Gulwe/Kibakwe Rd.
P.O. Box 340
Mpwapwa, Tanzania

SINGIDA

-  (+255) 026 2322786
-  www.leadfoundation.org
-  info@leadfoundation.org
-  House no. 3, Utemini,
Mughenyi Rd.,
Singida, Tanzania

ARUSHA

-  (+255) 026 2322786
-  www.leadfoundation.org
-  info@leadfoundation.org
-  Kisongo,
Dodoma Rd.,
Arusha, Tanzania

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