



Sibusiso

ANNUAL REPORT 2024



Foreword

In 2024, Sibusiso Foundation made further progress in the journey toward a more inclusive Tanzania for children and young people with developmental disabilities. Our work this year brought renewed focus to the rights, dignity, and potential of children often left on the margins of society. Through holistic care, community integration, and comprehensive programs, Sibusiso has not only deepened its impact but to some extent has also helped shift societal perceptions around disability.

Generally, we have made significant strides in advancing inclusive care and support for children with disabilities and their families. Our Outreach Program expanded into under-served areas through home visits, market stalls, school sessions, and radio broadcasts, educating hundreds of families and community leaders about disability rights and encouraging broader community involvement. Through the Therapy and School Social Skills Programs, over 70 children and young people received tailored physical rehabilitation and life skills training, enabling many to take their first steps toward independence and social participation. Early intervention efforts through the Dormitories Program provided vital developmental support for young children while empowering parents through peer-learning and care planning. Additionally, the distribution of assistive devices greatly enhanced children's mobility and independence, opening up new opportunities for engagement at home, school, and in the wider community.

Sibusiso Foundation reaffirmed that every child, regardless of ability, deserves a place in society. Our efforts this year have laid a stronger foundation for inclusion, paving the way for a future in which children with disabilities are recognized, respected, and empowered to thrive in Tanzania.

For us at Sibusiso, 2024 was a powerful reminder of our unwavering commitment to holistic and inclusive care.

We celebrated significant milestones—most notably, the successful integration of some young people into secured employment with local companies. We also witnessed encouraging developmental progress in many of the children we support, enabling them to achieve greater independence. We saw communities grow more accepting and inclusive of children with disabilities, while parents became better equipped with the knowledge and confidence to care for their children at home. These achievements affirm that Sibusiso's programs are not only transforming lives, but are also reshaping perceptions of disability in Tanzania.

Looking ahead, we aim to strengthen partnerships with communities and local government, improve service quality within the community, expand outreach, and ensure long-term support for children and young people with intellectual disabilities. A key part of this vision is expanding the rehabilitation services to the community and using the Knowledge Center to provide inclusive and high-quality training for educators, therapists, caregivers, and parents—equipping them with the skills to improve care and inclusion for children and young people with developmental disabilities.

One strategic pivot in 2025 will be the significant reduction of the duration of our children's program: from 12 weeks to 7 weeks. This will enable us to offer 6 program cycles a year (instead of the current 4), enabling 180 children (instead of



the current 120) and their parents to benefit from our center. This pivot has been well planned and tested; quality will not be jeopardized. The new program deliberately empowers mothers and caregivers to continue the skills development and rehabilitation practices at home. This community-based approach reinforces long-term impact, encourages local engagement, and supports sustainable growth for families beyond their time in the dormitory program.

We want to extend our heartfelt thanks to: the children, whose courage and determination inspire everything we do; the parents, whose trust and commitment are essential

to every step of the journey; and the communities and other partners, whose growing openness and support make true inclusion possible. We are also deeply grateful to our donors, whose continued generosity empowers us to sustain and expand our impact.

Together, we are building a more inclusive society where children with disabilities are seen, supported, and celebrated.

*Martha Lukasi,
Executive Director*

1. About us

In Tanzania, as in many African countries, support for children and young adults with mental disabilities is growing but remains limited. Despite progress, many individuals with disabilities are still not fully included in society, and some are even hidden away by their families due to persistent negative stereotypes and a general lack of awareness about their rights and potential. While there are numerous opportunities for unskilled and simple jobs that could be well suited for individuals with developmental disabilities, there is a continuing need for programs that empower them toward greater independence.

Providing children with early therapy, movement, and stimulation can make a significant difference in their development. Encouragingly, a cultural shift is underway, helping to break taboos. However, there is still a need for targeted support and guidance for these children and their families.

For the past 24 years, Sibusiso Foundation has been committed to improving the lives of children and young adults with mental disabilities. Through our two key pillars— the Sibusiso Center and the Outreach Program, which brings services directly into homes and in the communities—we aim to foster a future in which children with mental disabilities can live happy and independent lives.



2. Key achievements in 2024

Measuring the impact of our interventions is increasingly important—not just for reporting purposes, but also so we can learn, be better, and reach more children and their families. In this chapter, we proudly present our achievements of 2024. We are excited that 3,256 children and their families now benefit from improved living standards as a result of our shared efforts.

2.1 The Sibusiso Center

Top 5 Result Areas	2024	2023
New children/young people enrolled	456	388
Children enrolled on 3-month program	122	120
Young people enrolled on 6-month program	64	55
Outpatient children/young people obtained therapy	690	805
Devices delivered (see Annex 1)	131	64

In 2024, the Sibusiso Center made significant progress in delivering services to children and young people with developmental and therapeutic needs. The Center enrolled 456 new individuals, a 17.5% increase from the previous year. This indicates improved outreach as the result of raising awareness at community events and engagement, social gatherings and local radio broadcasts. The dormitories programs showed stable growth, with slight increases in both the 3-month children's program (from 120 to 122) and the 6-month youth program (from 55 to 64), reflecting rising demand for long-term support. However, outpatient therapy services saw a 14.3% decline. This implies that more parents accessed home-based care (see 'Outreach Program') than Center-based care. We are excited to see more parents becoming increasingly confident in providing the therapeutic care themselves.



The Sibusiso therapists provide therapy to the children at home

The distribution of assistive devices (see Annex 1) remains a vital component of Sibusiso Foundation's commitment to enhancing mobility and independence for children with intellectual disabilities. Devices are allocated based on thorough, year-round assessments of each person's individual needs, ensuring that support is both appropriate and impactful. In 2024, the actual demand for assistive devices was lower than anticipated. This encouraging development reflects the progress many children have made through therapy, which reduced their reliance on certain devices. While fewer devices were required, the program continues to play a critical role in empowering children to achieve greater autonomy in their daily lives.

Annex I: Devices issued in 2024

Description	No. of devices issued
Wheelchair	17
Walking frame	35
Standing board	19
Special chair	31
Corner chair	8
Toilet seat	11
AFO	10 pairs

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Improved living standards for more than 3,000 children and families

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2.2 Outreach Program

Top 5 Result Areas	2024	2023
Home therapy	337	445
Schoolchildren visited	126	142
Home visits conducted	453	80
Number of awareness-raising campaigns	71	64

Sibusiso is a key local player in the area. We realize that impact can only be created in partnership, which is why we take an active role in reaching out to our key stakeholders: the community, the schools, local authorities, and future employers. During school visits to both government-run and private schools, we assess the children's needs and progress, provide on-site support, and—together with the teachers—create an environment where the children can improve their development in a school setting. In combination with our awareness-raising activities, this led to almost a doubling of participants at our graduation ceremonies.

2.3 Impact

Sibusiso offers therapy, education, social integration and life skills to children and young adults with intellectual disabilities. We aim to see impacts in terms of:

1. Improved living conditions
2. Education and independence
3. Social acceptance



We want to make an impact with education

In 2024, Sibusiso had a total direct reach of 3,256 children (some receiving direct support in 2024, others still actively monitored in 2024). Through its active network, Sibusiso is estimated to have supported 9,768 people (children and their parents) in total.

During the same period, 5 young adults secured employment in the formal sector, while others found opportunities in the informal sector. Additionally, numerous awareness campaigns were conducted throughout the year, significantly contributing to increased social acceptance and inclusion.

Top 5 Result Areas	2024	2023
Improved living conditions: Number of active children	3,256	
Education and independence: Number of young adults employed in the formal sector	5	0
Acceptance: Number of people reached by awareness-raising campaigns	453	80

Succes story of Baba Geofrey

In many families, it is often the mothers who take care of children with disabilities. In 2024, we saw something special at the center: it was a father who came in with his 4-year-old son.

Baba Geofrey proves that fathers also feel great responsibility and commitment for the well-being of their children. He spent 7 full weeks with his son Godfrey at the center, where he learned, cared for and supported, while his wife took care of the household at home.

Baba Geofrey's dedication broke down barriers and sent a strong message to his local community: fatherhood is about more than providing resources. It's about being present and supportive, and showing involvement. His story is an inspiration for many parents in Tanzania. His involvement shows that anything is possible if there is love and devotion.



Baba Geofrey's dedication broke down barriers

3. Building our future

While we are proud of Sibusiso's achievements in 2024, we also see the growing needs among children with disabilities. Therefore, we always look ahead. What can we do better? How can we reach more children? How do we inspire the larger community to lead the change? This chapter highlights some of our strategic investments in 2024 that will help build a sustainable future.

3.1 Futureproofing the Sibusiso Center

In 2024, Sibusiso Foundation made critical infrastructure improvements that enhanced stability, self-reliance, and daily operations (see Annex II). A new backup power system ended frequent outages and helped cut fuel consumption by approximately TSh 3 million (approx. € 1,000). The Cow Project now supplies daily milk, reducing costs and improving nutrition. With support from Fides Company, 32 chickens were added to enhance the children's diet. To address water shortages, 3 additional storage tanks were installed, though boreholes will be needed for long-term supply. Replacing damaged stoves and adding new cooking pots improved kitchen safety.

3.2 Shared learning and growing: the Knowledge Center

In response to the growing need for inclusive, high-quality training on the care and support of children with developmental disabilities, the Knowledge Center was

established in 2023 as a visionary facility dedicated to learning, collaboration, and capacity building. The Knowledge Center is designed to serve as a regional center for training and knowledge exchange, targeting educators, therapists, social workers, caregivers, and parents. Its mission is to strengthen the skills and competencies of those working directly with children with mental disabilities, fostering best practices and improving the quality of care and inclusion across communities.

While the building has been successfully constructed, it currently remains unfurnished, limiting its usability and delaying the implementation of training programs. To support sustainability and ensure the Center can become fully operational and begin fulfilling its core purpose, we are actively seeking additional funding to furnish and equip the facility with essential items such as training furniture, multimedia tools, and learning materials. The Knowledge Center is poised to become a transformative resource for inclusive education and disability care in the region.

3.3 Strategy 2026-2030

Sibusiso Foundation is currently developing its 2026-2030 Strategic Plan. The focus is on strengthening partnerships with local communities and local government, improving service quality, expanding outreach, and ensuring long-term sustainability for children and young people with intellectual disabilities.



The Knowledge Center offers opportunities to provide training

4. Organization and governance

4.1 Board and team members in Tanzania

Sibusiso Foundation is governed by a committed Board of Directors. The 7 board members provide strategic oversight, ensure legal and ethical compliance, and guide long-term sustainability. Executive Director Martha Lukasi leads a skilled management team across key departments including Finance, Programs, HR and Communications, Operations, and Procurement, which are responsible for implementing Board directives and managing daily operations.

The board members are:

- Jane Fidelis, chair
- Goodluck Kwayu
- Faye Cran
- Marloes Kibacha
- Atty Hammer-Roos
- Anton van Doornmalen
- Casper van Kempen

4.2 Advisory Committee of parents

An Advisory Committee of parents offers valuable input enabling us to better tailor programs to community needs. Additionally, the government has core policies covering finance, human resources, and child protection which promote transparency, consistency, and accountability across all activities.

4.3 Volunteers and partnerships

In 2024, Sibusiso Foundation was honored to be joined by 11 dedicated volunteers from the Tengeru Institute of Community Development and the Catholic University of Mbeya. Their skills and energy boosted our capacity and inspired the children as mentors and role models. We also thank our committed partners Rijk Zwaan, Enza Zaden,

Fides, Hortanzia, and TANAPA, as well as our supporters from Germany, Fördererverein Sibusiso eV, and our strategic partners in the Netherlands. Everyone's continued support drives meaningful progress.

4.4 Sibusiso Netherlands Foundation board

Sibusiso Netherlands Foundation was founded in 2000. The main tasks of the Foundation in the Netherlands are fundraising and the general supervision of the activities in Arusha. We do this in close consultation with the Foundation's board in Tanzania.

The board members are:

- Anton van Doornmalen, chairman
- Leo Wortel, treasurer
- Atty Hammer-Roos, founder and general board member
- Diana Duijvestijn, communication
- Mieke van Doornmalen, digitization and IT

4.5 ANBI and CBF recognition

On January 1, 2014, the Dutch legislation for Public Benefit Organizations (ANBIs) was amended and a number of new conditions were drawn up. According to the tax authorities, this is to promote public confidence in the philanthropic sector. The tax authorities have officially recognized Sibusiso as an ANBI. We have therefore implemented the new conditions to guarantee this status.

In August 2023, Sibusiso Foundation received the CBF-A recognition from the Dutch regulator for charitable organizations. This quality mark is only awarded to charities that meet strict quality requirements, including contributing to a better world, being accountable and being independently audited.



Sibusiso received the certificate of recognition from the Tanzanian government

5. Financing

Sibusiso's financial position is determined by income from gifts, donations, and returns on investments. While there have been no significant changes in overall income and expenses compared to the previous year, we are pleased to note an improvement in contributions received from the local community, reflecting increased local support and engagement.

Sibusiso Foundation in Tanzania prepares an annual budget, and the cash flows are budgeted, assessed, and coordinated during each board meeting. The generous donations received from various donors have enabled the

Center to carry out its mission of improving the lives of children and young people with mental disabilities in Tanzania. As an organization which mainly depends on donor funding, continued and increased donor support is essential. This is not only because we continue to experience a high level of need for our services, but also because we aim to expand our reach, enhance the sustainability of our initiatives, and create lasting impact within the community.

More information on our financial capacity can be found in our annual accounts, published on our website.



Professional carpenters working in workshop



Sports and games are important for the Sibusiso children



Staff from Tanzania



The devices are tailor-made

6. Acknowledgments & contact information

6.1 Appreciation for sponsors, donors, and volunteers

Sibusiso Foundation extends its heartfelt thanks to all sponsors, donors, and volunteers for their invaluable support in 2024. Whether through financial contributions, in-kind donations, or the generous gift of your time and expertise, your support has been essential to our work with children and young people with intellectual disabilities and their families. Your involvement has made a lasting impact. Each smile, every milestone, and the growing strength of families reflect the power of shared commitment and purpose.

As we continue to pursue new goals and expand our efforts, we are inspired by the partnerships we have built and the progress we have made. Together, we are not only changing lives; we are building a more inclusive and compassionate future. We look forward to continuing this journey with you.

6.2 Contact details and ways to contribute

To continue to support Sibusiso Foundation's mission, you can contribute in the following ways:

Stichting Sibuiso in the Netherlands: Foundation

By cheque

Sibusiso Foundation, The Netherlands
Care of the Treasurer, Leo Wortel
c/o Mooijman accountants
Hofweg 11
2631 XP Nootdorp
The Netherlands

By bank transfer

Stichting Sibusiso, The Netherlands
IBAN code: NL73RABO0385812167
Swift/BIC code: RABONL2U

With any questions, please contact Leo Wortel at L.Wortel@mooijman-acc.nl

Sibusiso Foundation in Arusha, Tanzania

By bank transfer

Sibusiso Foundation
Stanbic Bank
USD Account:9120000813379,
TSh Account:9120000355249

M-Pesa

+255 759 334 793
Name: Sibusiso Foundation

For further information or assistance, please contact us:

- **Email address:** office@sibusiso.com
- **Telephone number:** +255 759 334 793

Stay connected and follow our work on:

- **Instagram:** @SIBUSISO FOUNDATION ARUSHA
- **YouTube:** Sibusiso Foundation
- **LinkedIn:** Sibusiso Foundation
- **Website:** www.sibusiso.com



Sibusiso



the 1990s, the number of people in the UK who are aged 65 and over has increased from 10.5 million to 13.5 million, and is projected to reach 17.5 million by 2020 (Office for National Statistics 2000).

There is a growing awareness of the need to address the health care needs of the elderly population. The Department of Health (2000) has set out a strategy for the care of the elderly, which includes a commitment to improve the quality of care for the elderly. This strategy is based on the following principles:

- To ensure that the elderly are treated as individuals, with their own needs and preferences being taken into account.
- To ensure that the elderly are given the opportunity to live in their own homes, wherever possible.
- To ensure that the elderly are given the opportunity to participate in decisions about their care.
- To ensure that the elderly are given the opportunity to live a full and active life.

The Department of Health (2000) also states that the care of the elderly should be based on the following principles:

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