

DEPLOY & NURTURING GALLERY  
(DNG)

# ANNUAL ACTIVITIES REPORT 2024



March 2025

[www.dng.or.tz](http://www.dng.or.tz)



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## MESSAGE FROM THE DIRECTOR

Dear Friends, Partners, and Supporters,

As we reflect on 2024, I am proud to share the considerable progress DNG has made in empowering communities through our grassroots initiatives.

This year, we expanded our outreach, engaged a greater number of beneficiaries in our creative programs, and strengthened partnerships aligned with our mission. Despite challenges such as resource limitations and logistical constraints, our team remained dedicated to making a tangible difference.

We extend our sincere gratitude to our donors: Hivos, Digital Defenders Partnership (DDP), Children's Right and Violence Prevention Fund (CRVPF), Tusonge Community Development Organisation, and Raising Voices/GBV Prevention Network, to name few.

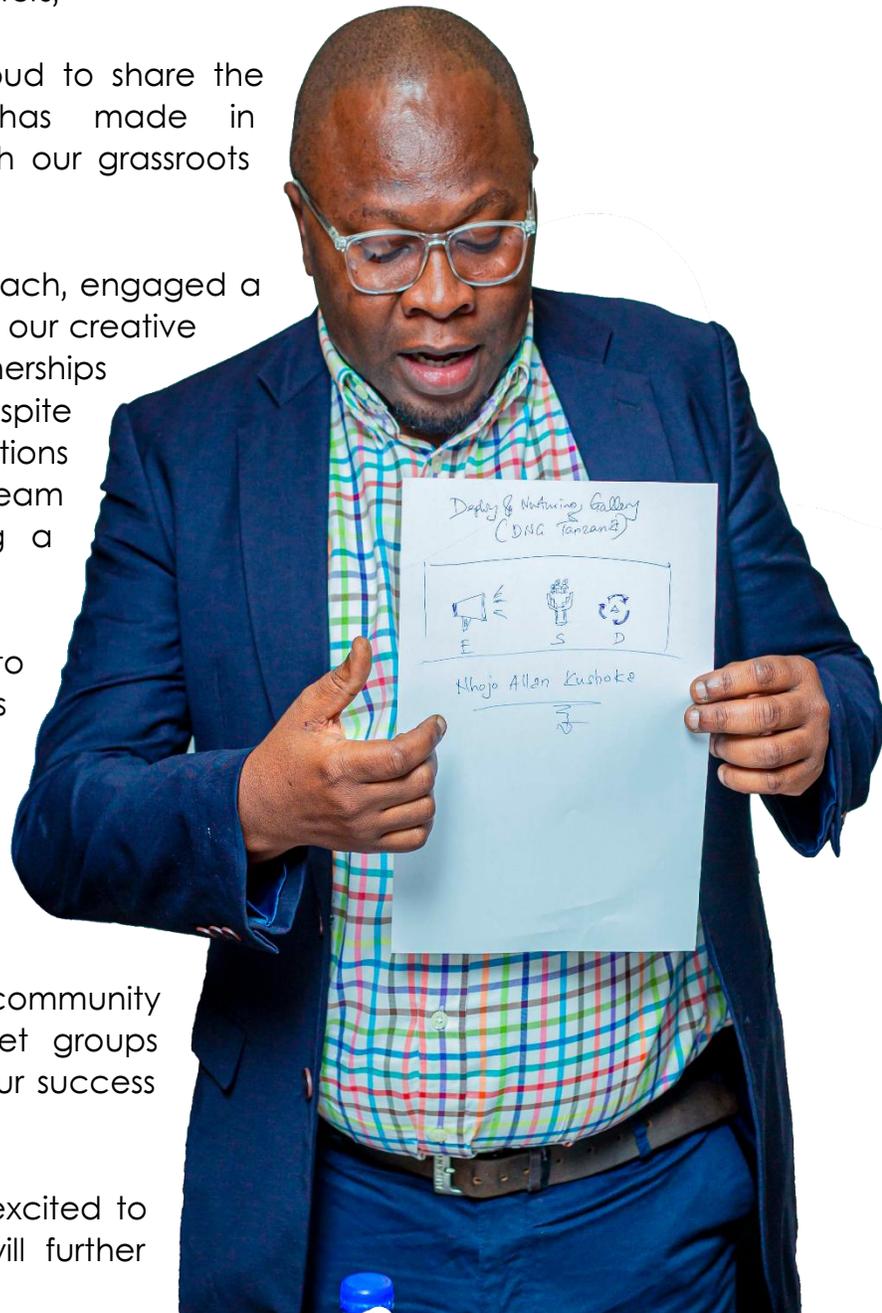
We also thank all volunteers and community members, our organization target groups who have been instrumental in our success throughout 2024.

Looking ahead to 2025, we are excited to embark on new projects that will further amplify our impact.

On behalf of DNG, I invite you to read our 2024 Activities Report.

With gratitude,

Mr. Kushoka, NA  
**Founder and Executive Director,  
DEPLOY AND NURTURING GALLERY (DNG)**



## **ABOUT THE ORGANIZATION**

The genesis of Deploy and Nurturing Gallery (DNG) started as a small group with a mission to join efforts to produce innovative ideas that provide solutions to the community's most pressing problems. It is a non-profit, non-governmental, non-religion, and no partisan member organization committed to finding legal solutions to the problems encountered by ordinary Tanzanians.

Founded in 2018 by Executive Director Nhojo Kushoka, Deploy & Nurturing Gallery (DNG Tanzania) is grassroots, youth-led non-governmental organization. In 2020, he brings on board others to join the effort together and make the establishment of the organization. On 16 October 2020, its registration number 00/NGO/R/1418 legally authorized to operate at the national level. Later, other members join the initiatives.



### **Vision & Mission**

The guiding vision and mission of the organization for period ending December 2024 were –

#### **Vision**

The organization's vision is to see empowered communities with a better life, free from poverty, discrimination, and marginalization.

#### **Mission**

The guide mission of the organization is to foster strategic community engagement, mobilize resources and support local initiatives through advocacy and capacity building, driving innovation and promoting sustainable development.

#### **Objectives**

1. To foster good governance, transparency, and accountability through civic engagement, advocacy, and promoting social accountability mechanisms.
2. To promote equitable access to education, healthcare, and basic needs for marginalized communities.
3. To promote environmental sustainability and conservation through community-led initiatives and advocacy.

4. To collaborate with local and international organizations, governments, and communities to promote sustainable development and achieve our shared goals.
5. To advocate for human rights and social justice, particularly for women and children, and marginalized groups.
6. Continuous improvement of organizational capacity and effectiveness through training, technology adoption, and best practices.
7. To empower individuals and communities through capacity building, leadership training, and economic opportunities.

### CORE VALUE

Throughout the entire year we have been guided by the following values: -

#### Inclusiveness

We do not discriminate, we collaborate with every interested person or group, local or international, without exception.

#### Collaboration

We aim to impact the community at large through volunteering, networking, and partnering with others.

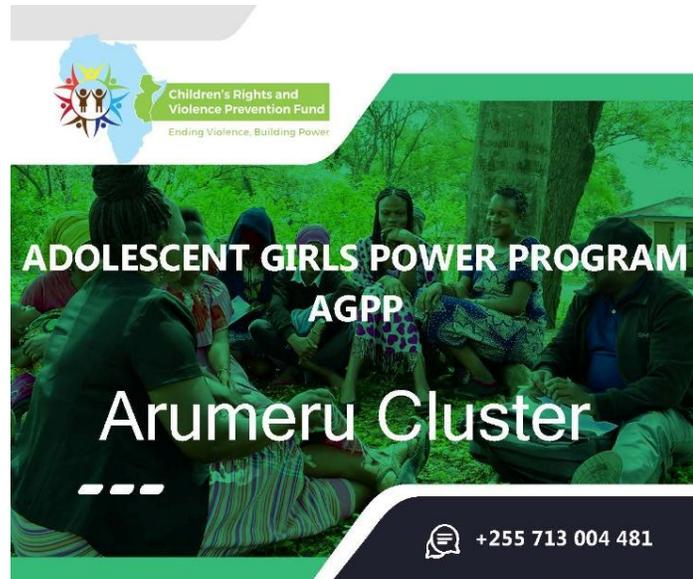
#### Excellency

We work to promote quality performance and a culture of working passionately to one's best capacity.

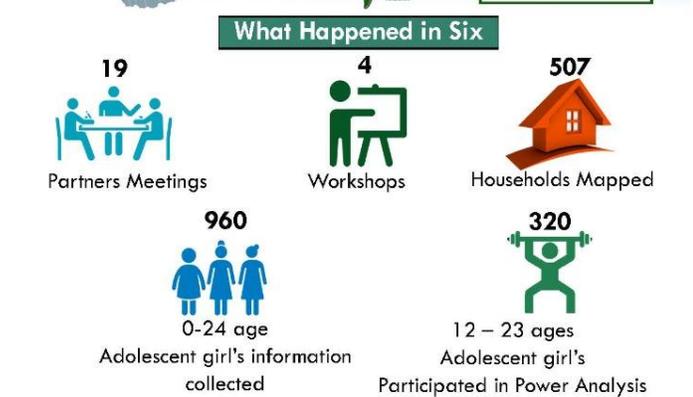
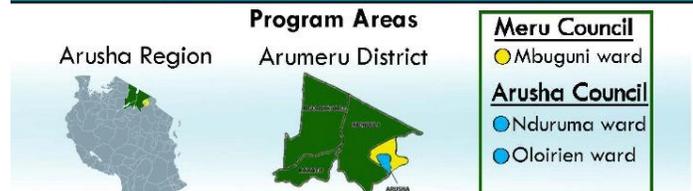
#### Teamwork

We believe that working collaboratively and understanding each other is key to achieving our goals.

#### Volunteerism



## Planning and Learning (October 2022 - March 2023)



We are committed and enthusiastic about volunteering to challenge ourselves and change the world.

### **Integrity**

We believe that in whatever we do, honesty and transparency are our number one priority.

## **GUIDING WORKING PHILOSOPHY**

At our organization, we believe in engaging, supporting, and developing underserved communities through sustainable development programs. Our philosophy is rooted in the idea that by collaborating with these communities, we can create a world where everyone has access to sustainable livelihoods, a healthy environment, and social justice. This is how we approach our work **by engage, support, and develop.**

### **Engage**

We priorities community engagement to deeply understand their unique needs and aspirations.

### **Support**

Our support follows a comprehensive engagement process with the community, the support might be moral, technical, materials/equipment's, ideas and or financial through project-based support.

### **Develop**

The development is the result after engaging the community effectively and supporting accordingly.



## **Our Meaning...??!**

### **DEPLOY**

An act of mobilising Community members strategically and making them ready to face the community's most pressing challenges on their own.

### **NURTURING**

To help, develop, and support the marginalised to overcome community-pressing challenges by utilising existing opportunities.

### **GALLERY**

Refers to a room or a place (resource centre) where deployment and nurturing take place.

## AREAS COVERED

In 2023, the DNG manage to work in Arusha region and reached seventeen wards in three districts of Arumeru (2), Karatu (14) and Monduli (1).

## THE TARGET GROUP

In 2023, our organization focused on marginalized communities, particularly adolescent girls, children, women, youth, and people with disabilities.

## ORGANIZATIONAL STRUCTURE

The DNG is a member-based and non-government organisation made up and governed by constitutionally established organs or bodies. The organisation is categorised their organs in two categories: –

- First, there is a Governing Bodies (comprising a General Meeting of the organisation members and a Board of Directors). The organisation governing bodies are the overseer of the organisation day to day responsibilities.
- Secondly, there is a management body (which includes organisation staff led by the Executive Director). The organisation management body is responsible for implementing the day-to-day activities of the organisation including directives from the governing bodies of the organisation. The management body is reporting to the governing organs of the organisation.

The structure of the organisation maintained in the year 2023. A total of four meeting of the board of directors sat, and one annual general meeting sat.



## KEY ACHIEVEMENTS & ACTIVITIES

Our organization's achievements in 2023 stem from the diverse activities coordinated within our program portfolio. This year, we focused on six key areas: Community Empowerment, Youth Development, Environmental Conservation, Inclusive Community, Gender and Human Rights, and Capacity Building. In 2024, DNG successfully implemented various initiatives, including: –

### Adolescent Girls Empowerment Project (AGE)

- We established six girls' safe spaces across two wards (Nduruma and Oloirien) in the Arusha District Council and Arumeru District, Arusha region, providing vital support to adolescent girls.
- 120 adolescent girls registered in these safe spaces, including 40 in-school and 80 out-of-school girls.
- We trained twelve girls' mentors on effective safe space management.
- 120 girls received life skills training in liquid soap making, poultry rearing, tailoring, and entrepreneurship.
- Four safe spaces equipped with essential resources, including tailoring machines, poultry cages, and chickens.

### Women Empowerment Program

We empowered over 850 women with entrepreneurial skills and facilitated their access to micro-financing opportunities, including 10 percent interest-free soft loans from Local Government Authorities. As a result, thirty-two women's groups successfully secured loans totalling 440,000,000 TZS in Karatu District, to implement various Income Generating Activities (IGA) within their groups.



### Awareness on Unpaid care work

About 321 people being capacities on understand the 3R (Recognise, Reduce, Redistribute) of unpaid care work which in one way or another hinder women enjoyment on economic rights and participation on leadership position or participation in decision making meeting at the community level. Women aged between 15 to 19 spend almost five hours more than men doing unpaid work/labour.

### Creating database of People with Disabilities

We created a database of People with Disabilities in Karatu District. A mapping survey successfully recorded 345 individuals with various disabilities, including both women and men.

### **Environmental Awareness Campaigns**

We mobilise and participated in tree-planting and waste management initiatives, engaging over 1,500 participants, and more than 7600 trees planted in Karatu and Arumeru District.

### **Training and build capacity on digital security.**

We provided cybersecurity support and website development to nine civil society organizations (CSOs) in Arusha.

### **Support and mobilisation People with Disability in Karatu**

We successfully mobilized and supported people with various disabilities in Karatu to form and register their federation, 'Shirikisho la Watu Wenye Ulemavu Karatu' (SHILAWAKA), the Federation of People with Disabilities of Karatu.

### **Commemoration of National and international Days**

In 2023, DNG successfully participated in the commemoration of various national and international days, including African Child Day, International Women's Day, Menstrual Hygiene Day, International Day of the Girl Child, and the 16 Days of Activism Against Gender-Based Violence etc.



*Women with Disability signing during IWD on 8 March 2024, Karatu District.*

## IMPACT & SUCCESS STORIES

### Case Study: Ms. Matilda's Path to Local Government Election Candidacy in 2024

A 47-year-old woman with disabilities contested in the local government election after being trained and capacitated on various leadership roles.

Although she did not win the suburb chairperson position, she attempted to run. In the community, people with disabilities are still often ignored and marginalized, with the prevailing belief that they cannot lead or hold leadership positions.

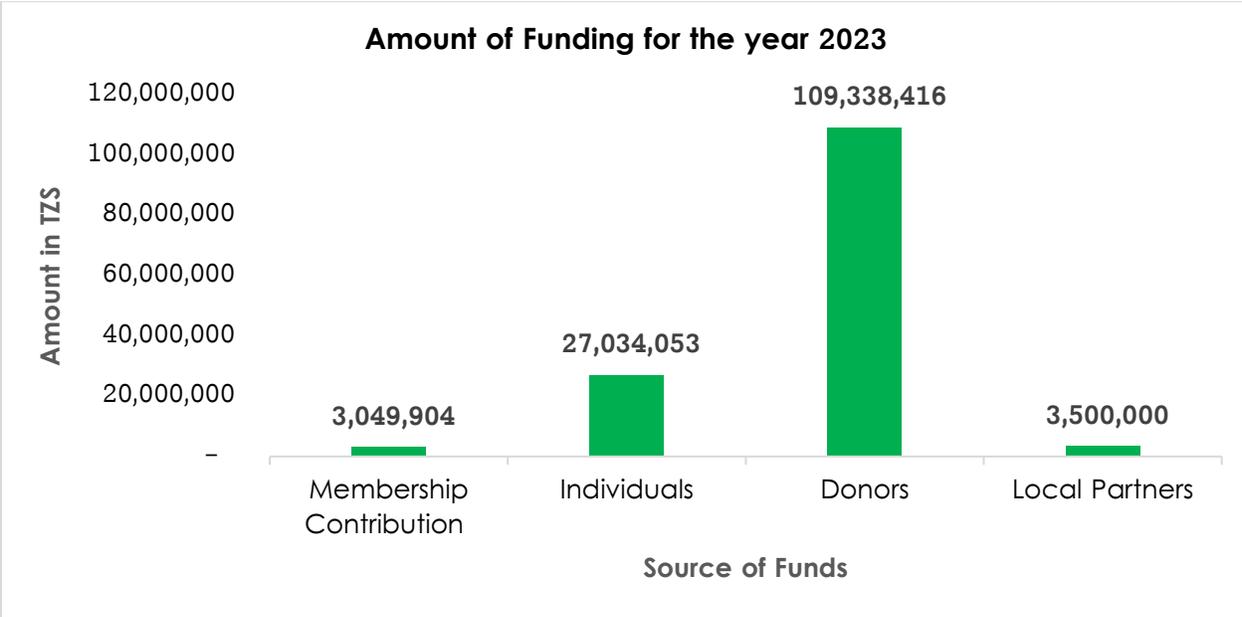
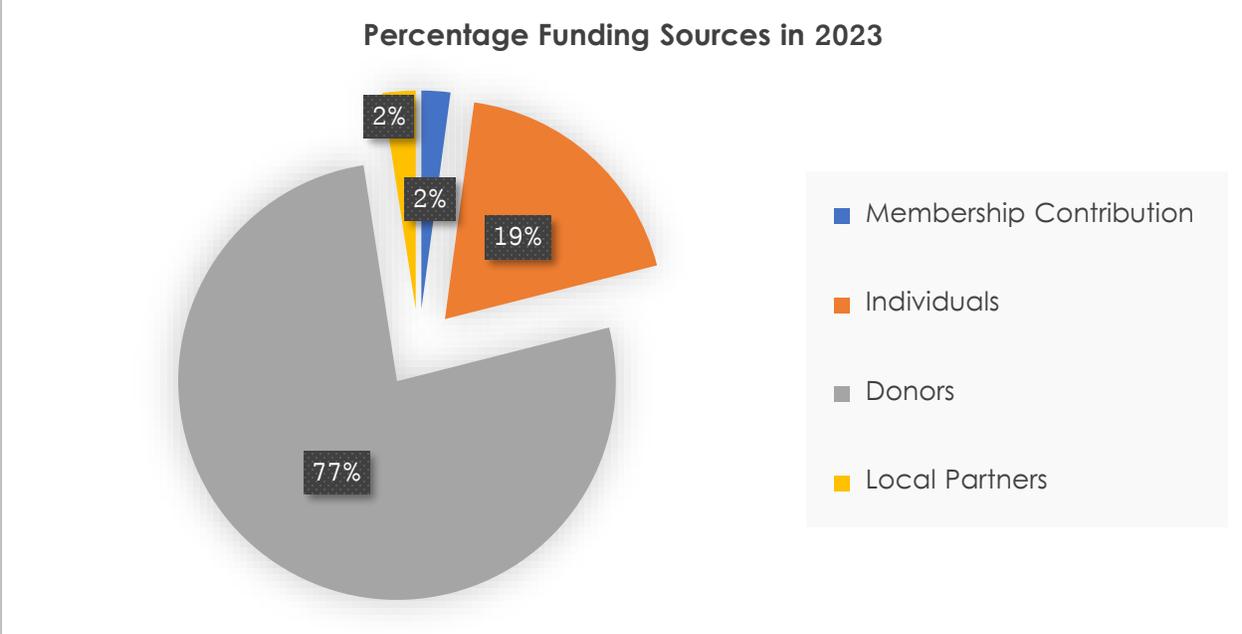
However, DNG considers this a success, as it inspired her and increased her confidence to contest and compete. Ms. Matilda has promised not to give up and will continue to contest in the upcoming national general election in October 2025. Women in leadership,



# FINANCIAL REPORT HIGHLIGHT

## Income Summary

In 2024 DNG mobilized and collected a total of 142,922,373.00 Tanzanian Shillings, equivalent to \$57,191.00 USD, from four distinct sources. Whereby, those funding sources comprised of Membership contributions (2%), Local partner contributions (2%), Individual donations (19%), and Grants from Donors (77%).



## Expenditure Summary

The summary of organizational expenditure in 2024 recorded a total of 124,602,785.00 TZS as the breakdown shown in the table below.

Type of Expense	Amount in TZS	Percentage
Program	90,013,705.00	72%
Operational & Administration	3,000,000.00	2%
Salaries	4,410,000.00	4%
Government	27,179,080.00	22%
<b>TOTAL</b>	<b>124,602,785.00</b>	<b>100%</b>

In 2024, DNG allocated funds towards government expenses, which included expenditures related to work and resident permits for foreign volunteers engaged with the organization.

In 2024, the organization expended 87% of the total funds received for the year. Based on this expenditure, 18,579,908.49 TZS deferred for scheduled activities in 2025.

No.	Items	Amount
1.	Total Income in 2023	142,922,373
2.	Total Expenditure in 2023	124,602,785
3.	Deferred funds for the year 2024	18,319,588



## CHALLENGES & LESSONS LEARNED

### Challenges faced:

- Limited resources for project expansion and reaching larger communities.
- Low staff morale due to inconsistent funding for staff compensation, as most funds received restricted to project implementation.
- Intense competition for funding proposals.

### Lessons Learned:

- Strategic partnerships enhance program effectiveness and organizational sustainability.
- Leveraging digital platforms expands organizational outreach and fundraising capacity.
- Adopting mobile or bank payment systems reduces reliance on cash disbursements to beneficiaries, improving transparency and efficiency.

## FUTURE PLANS & GOALS

- Strengthen resource mobilization and cultivate new strategic partnerships and networks.
- Expand program reach to underserved rural communities.
- Implement a mentorship initiative for program beneficiaries.
- Enhance the organization's online presence to effectively display its work.
- Adopt user-friendly technology to enhance organisational operation.

## ACKNOWLEDGMENTS & PARTNERS

DNG extends heartfelt gratitude to all our partners, donors, and volunteers who made 2024 a successful year. Special thanks go to our strategic partners.



We gratefully acknowledge the **Children's Rights and Violence Prevention Fund (CRVPF)** for their generous support of the Adolescent Girls Empowerment Project, with funding of \$36,257, equivalent to 90,607,100.00 Tanzanian Shillings (TZS), it is a 12-month project.

We are grateful to the **Tusonge Community Development Organisation** for their continued support, which included a contribution of 1,800,000.00 Tanzanian Shillings (TZS) to our Women's Leadership and Economic Rights project in the Arusha region.



**Hivos and Digital Defenders Partnership (DDP)** provided \$7,495.40 USD, equivalent to 18,738,500.00 Tanzanian Shillings (TZS), in support of

the three-month project, 'The Cyber Shield: Ensuring the Safety and Integrity of Our Digital Environment.'

Strategic Network and membership



*"We believe in the power of collaboration. Our partnerships with like-minded organisations are instrumental in achieving our mission of empowering communities."*



**SUSTAINABLE  
DEVELOPMENT  
GOALS**

**17 PARTNERSHIPS  
FOR THE GOALS**





**DEPLOY & NURTURING GALLERY  
(DNG)**



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