



policy forum

Making Policies Work for People in Tanzania

Annual General Meeting (AGM)

*Held at Blue Pearl Hotel
5th-6th May, 2011
Ubungo Plaza, Dar es Salaam*

Report¹

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¹ *BrE*: British English

1. First Day Activities

1.1 Introduction and Opening Remarks

Representatives of member organisations began the Annual General Meeting by registering their names before the Chairperson of Policy Forum, Moses Kulaba, made his opening remarks. Thereafter, the Chairperson welcomed all members from Dar es Salaam and upcountry, and invited each participant to introduce her/him-self by name and the organisation s/he represents.

The new member organisations announced by the Chairperson were **CADA**, **ANSAF** and **DARAJA**. The total number of organisations was declared to have grown up to 104. On the other hand, the Chairperson announced the dismissal of Shinyanga Foundation Fund following its representative presenting a fake air ticket for fraudulent reimbursement.

The representative of KIVULINI Women's Rights Organisation from Mwanza, Ms Maimuna Kanyamala was given a special recognition and applause for her Award she got from US Embassy in Dar es Salaam as a result of her efforts she has so far made in empowering women and working with communities.

The Chairperson then went through the scheduled programme of the day, indicating agenda items to be presented and discussed.

1.2 Presentations from the PF Secretariat and Working Groups

An Overview of Policy Forum

Alex Ruchyahinduru presented a paper on who are Policy Forum and a brief history indicating that ad hoc and informal involvement of few civil society organisations (CSOs) in issues of development policy processes (largely PRSP) started way back in 2000. Poor organisation of CSOs and lack of adequate knowledge and capacity to engage in policy processes were among key constraints. Informal activities of Policy Forum as a membership-based organisation started in 2001 with a steering committee providing leadership oversight in policy processes. In 2003 a Secretariat was formally established.

In 2003 to 2006, among other issues, Policy Forum primarily engaged in addressing Poverty Reduction Strategy, in Kiswahili famously known as MKUKUTA; where as in 2008 to 2010 it focused in mainstreaming Social Accountability and Monitoring (SAM) to spearhead governance and accountability activities at local level. In 2011 Policy Forum will continue working on SAM.

The vision of Policy Forum is to have the future where policy processes are participatory and involve the broad-based engagement of all sectors of society, including NGOs and the people they work with, in accountable, empowered, informed and informing manner, at all stages in the policy process and at all levels of society. The mission is to open up and influence policy processes to improve the lives of all people in Tanzania.

The presenter continued to say that the structure of Policy Forum is headed by the General Assembly, followed by Board of Directors, monthly thematic working groups (Local Government Working Group and Budget Working Group) and the Secretariat that runs and implements day-to-day activities.

The key objectives of Policy Forum were said to be:

- Independent and bottom-up analysis for more effective advocacy
- More informed public debates on policy issues
- Enhanced capability of CSOs to constructively influence national and local policy processes
- Strategic and selective policy engagement for greater impact on a social movement for positive change.

Major achievements include analytical support to CSOs, proactive participation in the budget process and more channels of communications. However, the presenter said there are challenges encountered such as:

- Poor participation in working groups
- Some budget documents are not accessible
- Demand for SAM training exceeds the capacity

Solutions have been put in place to address these challenges including increasing the number of staff and capacity building. The presenter reiterated by saying that Policy Forum is a member-led network focused on issues of governance and accountability.

Local Governance Working Group

Hebron Mwakagenda being a co-convener presented activities of one of the Policy Forum working groups – Local Government Working Group (LGWG). He started by saying that, LGWG focuses on local governance, public money and activating citizens' voice. In the past, Local Governance Working Group used to meet on monthly basis, but

now it meets only when issues arise. The presenter continued to say, in 2010 LGWG was mainly involved in the following areas:

- Advocacy against the establishment of the Constituent Development Catalyst Fund (CDCF) and litigation process after the bill was endorsed by the parliament.
- Election related activities such as publications and monitoring
- Engagement in MKUKUTA (cluster III)
- Monitoring Local Government Reform Programme (LGRP II)
- Implementing and monitoring SAM activities

Hebron Mwakagenda concluded by highlighting activities for 2011 as follows:

- LGWG will continue to fully participate in the CDCF case which is ongoing and monitor the implementation processes of CDCF Act.
- Popularise Mining Act of 2010
- Conduct constitutional literacy and awareness creation
- Monitoring LGRP II and MKUKUTA (cluster III) working group meetings
- Implementing and Monitoring of SAM activities
- Conduct a governance survey and build the capacity of LGWG members on how to engage the government

Budget Working Group

Christina Genda introduced and presented the scope of activities of the Budget Working Group (BWG) which has the overall objective of analysing and advocating for equitable, effective and accountable use and acquisition of public money at national and sub-national levels.

The activities of BWG were mentioned as:

- Conducting and sharing information on analysis of public budgets and the budget process from a civil society perspective.
- Producing analytical briefs from time to time for public dissemination.
- Conducting various advocacy activities to influence policy making and implementation.
- Providing a forum for shared learning and capacity enhancement in budget analysis and advocacy.

Noticeable achievements include publications of citizens' budget, training (on extractive industries which triggered changes in the new Mining Act, 2010) and also collaborating with international partners

like Revenue Watch, International Budget Partnership, Tax Justice Network and Center for Social Accountability. The presenter said that poor attendance of group members is a major challenge, which hinders the implementation of activities planned by the group.

The presenter concluded by pointing out future plans of BWG that include producing publications, orientation training on SAM, collaborating with the government in preparing citizens' budget for 2011/12, participating in Public Expenditure Review and General Budget Support meetings, orientation for localisation of Open Budget Index (OBI) and advocating for the establishment of the parliamentary budget office.

Comments and Suggestions

- There is a need for more involvement of grass root actors.
- The issue of CDCF should show clear achievements.
- Councillors do not fully engage in analysing reports of Local Government Authorities (LGAs). Since PF is working at the grassroots level it needs then to advocate the involvement of councillors.

Responses

- Members were reminded that Policy Forum is grant making organization, therefore applying for membership should not be meant it will be getting grants but it will be working for the network.
- It was reported that CDCF case is going in the right track. It was noted that there are criterias for CDCF disbursements as some constituencies get more funds than others for instance Kongwa, Bukombe, Kinondoni, North Kigoma and Morogoro Urban get the largest share.
- The Chairperson said that the budget should be looked at broader context rather than having one issue of PBO.
- One member suggested that presentations should be made in Kiswahili.
- Lastly, it was noted that Policy Forum is relating well with the National Assembly and therefore it should not nullify the presence and the role of civil society organisations.

1.3 Presentations from Member Organisations

MIICO's Social Accountability Monitoring Report

Adam Siwingwa presented the report of Social Accountability Monitoring project which was implemented by Mbozi, Ileje and Isangati Consortium (MIICO). The report highlights the process and challenges met together with the findings and the way forward for Ileje district. It began in May 2010 by MIICO staff attending orientation training organised by Policy Forum Secretariat.

A team was formed to collect general information related to planning and expenditure of Ileje council. The data collected covered the sectors of health, agriculture and natural resources. The findings revealed the following weaknesses:

- District lacks criteria for making priorities when it comes to allocating financial resources.
- There are cases of implementing activities which were not planned and hence not budgeted for.
- Overspending contrary to the budget allocated with no explanations.
- There is a huge shortage of staff especially in the health sector.

It was reported however, that there are basically a number of planned activities that the district council has managed to implement successfully.

The major challenge that MIICO encounters in implementing SAM is lack of financial resources. For instance, it initially expected to get funds from development partners to no avail.

The presenter ended by saying that after undertaking the first three SAM processes, MIICO is planning to complete the remaining two processes: *integrity* and *oversight management*. The findings will be presented to the district council for further actions. MIICO will then develop a proposal for advocacy on some of the emerging issues especially in health sector.

UNGO's Experience in Social Accountability Monitoring

The Union for Non Governmental Organisations (UNGO) is an umbrella organisation based in Morogoro with a total of 200 NGOs and 6 networks in Morogoro region. It was established in 1998 and

registered in 2000. Idd Mdanku presented the experience of UNGO in implementing SAM activities since 2008.

UNGO has trained 20 staff who collected in the sectors of water and education in Morogoro and Mvomero district councils. Under the support of Foundation for Civil Society, it is also implementing a 6 month project in the health sector.

The presenter said, after conducting SAM, the district councils are now more responsive and accountable on delivering better services. However there are challenges that include poor planning, poor record keeping and lack of awareness to the community on SAM concept.

Comments and Suggestions

- SAM concentrates more on Local Government Authorities (LGAs) than the people who are the target actors.
- There is no clear way on how to address the shortage of staff in different remote areas and how SAM went down to the people.
- It seems people are not fully participating in SAM, therefore we should begin with the people who have little knowledge.
- It is not clear how sectors were analysed, how conflicting priorities were harmonized and how the representatives of various sectors were selected.
- There is a problem with regards to report writing and there is a need to reject poorly written SAM reports.

Responses

- Stakeholders from various sectors are involved but there is a shortage of staff.
- A warning was given that it is not right for SAM report to be presented by the government representative on behalf of the implementing NGO.
- Policy Forum is still making follow-ups to strengthen SAM to all member organisations.

1.4 Selecting Two Partner Organisations or Networks for SAM

The Chairperson, Moses Kulaba, appointed Richard Angelo to guide representatives of member organisations on the criteria set for

qualified candidate organizations and/or networks vying for the partnership in conducting SAM. The criteria set forth are follows:

- Must be a registered, not for profit, Non Governmental/Civil Society or network;
- A non Dar es Salaam based organisation or a Dar es Salaam based organisation implementing SAM programme outside Dar es Salaam;
- Must demonstrate how Social Accountability Monitoring is compatible with the organisation's long term strategic plan;
- Must allocate funds for implementation of SAM as part of the cost sharing with Policy Forum as per MoU;
- Must demonstrate potential advocacy skills in improving SAM within their designated region or district either by introducing or re-enforcing principles of SAM towards the public and/or government;
- Demonstrated adherence to sound financial management, including externally audited accounts;
- Must be willing and able to apply a set of social accountability and monitoring tools to their current work practices organisation-specific strategy;
- A demonstrated experience/ knowledge with Social Accountability Monitoring, Public Expenditure Tracking System/ Strategies, Participatory Performance Monitoring, Participatory Rapid Appraisal, Public Expenditure Reviews, Citizen's Juries, or Independent Budget Analysis at either regional or local level (Regional Secretariat Budget or Local Government Authorities Budget);
- A demonstrated commitment to, and compliance with, NGO Code of Ethics and the needs of PF NGOs Code of Ethics;
- A demonstrated willingness to commit one member of her staff of a sufficiently qualified level for at least 2 years to coordinate SAM activities at local level (provide CV);
- Being a registered member of Policy Forum or partner and possessing a functional M&E unit manned with adequate professional staff, as well as having strategic plans that illustrate clear vision and commitment to SAM will be an added advantage.

Note: identified partner will be trained and assisted to include this work in their future Strategic Planning and in the identification of funding partners. A limited technical support will continue beyond the life of the agreement (two years) provided that this is utilised to enhance social accountability for poverty reduction, equity and democratisation in Tanzania.

The candidate NGOs were ANSAF represented by Audax Rukonge, TAF represented by Heri Uisso, Forum Syd represented by Florence Rugemalira Rweyemamu, and TACOSODE represented by Koga Mihama. Each representative was given a chance to give a brief account of his/her organisation and seek votes from voting members.

It was agreed that only one vote per organisation will be cast and one member voting only twice for two different candidate organisations. The results of the votes were as tabulated below:

No.	Candidate Organisation (Representative)	Number of Votes Got
1.	ANSAF (Audax Rukonge)	29
2.	TAF (Heri Uisso)	8
3.	Forum Syd (Florence Rugemalira)	22
4.	TACOSODE (Koga Mihama)	32
Total number of votes cast		58

TACOSODE with 32 votes and ANSAF with 29 votes were declared the winning two partner organisations in implementing SAM.

1.5 Resolutions

- How to write a report should be one of SAM topics towards empowering civil society organisations.
- SAM reports should be printed for members to get copies.
- SAM reports should be presented by the implementing NGOs and not by the local government under scrutiny.
- Ability to analyse data for SAM projects needs skills.
- Capacity building should be more geared to upcountry member organisations.
- The need to establish a Parliamentary Budget Office (PBO) by passing the Budget Act should be given an emphasis so as to help the making of budget processes, especially pro poor budgeting and household budgeting.
- General Budget Support and Public Expenditure Review should be done after making consultations with the government and assessing issues that have been accepted by the government.
- Amani Ndoiyella was recognized with cheering applause as the longest serving member of Policy Forum Secretariat and was awarded a Certificate.
- Tanzania Council for Social Development (TACOSODE) and Agricultural Non State Actors Forum (ANSAF) were selected as partner organisations in implementing SAM.

The Chairperson thanked all participants and wished them well for next day's activities.

Meeting Type: PF AGM 2011 **Date:** 6 May 2011 **Starting Time** __8.30 PM__ **End** __2 PM__ **Participants:** Jimmy Luhende (AGM Chairman) Moses Kulaba (outgoing PF Chairman) - Chairperson, Esther Mongi (Viche Chair), Semkae Kilonzo (PF Coordinator), PF Members (full list attached) PF Secretariat (Full list attached) .

2. Second Day Activities

No.	Agenda	Key Discussion	Resp.	By when	Status/Update
1.	Matters Arising	Selection of Auditors for Financial Year ending 2010. In the 2010 AGM, Members gave the board the duty to select Auditors for Financial Year ending 2010. RSM Ashvir was selected to carry this exercise.			RSM Ashvir completed the audit and presented their findings to the AGM.
2.	Presentation of the 3-Year Strategic Plan (2011-2013)	<p>The current Coordinator of Policy Forum, Semkae Kilonzo, presented the proposed 3-Year Strategic Plan for 2011 - 2013. He began by highlighting focus issues of Policy Forum which include enhancing lobbying and advocacy capability of its members on governance and accountability.</p> <p>Some of the key achievements of the last Strategic Plan (2008 – 2010) include information sharing among NGOs, connecting people to the policies and deeper policy understanding and participation of NGOs.</p> <p>It was reported that the new direction would involve bottom-up approach in social accountability cycle, increased leverage in policy dialogue and realization of socio-economic rights and capabilities. The presenter concluded by highlighting ways to implement the Strategic Plan upon approval of the proposal and availability of funds.</p> <p>Comments and Suggestions</p> <ul style="list-style-type: none"> • More emphasis should be put on enabling citizens to participate in policy processes rather than just popularising policies. • Member organisations should be implementing SAM activities after gaining training instead of Policy Forum 	SK	15/7/2011	3-Year Strategic Plan Sent to board for final touches

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		<p>running all over the country.</p> <ul style="list-style-type: none"> •SAM should be seen in its broadness of enabling citizens to seek answers and get information on the issues run by their local government authorities. • It should be clearly shown on how members participate in executing SAM activities. • Member organisations should consider on how to design Strategic Plans. •Member organisations should be always active, not only during AGMS. • There is a need to employ an M&E expert. <p>Responses</p> <ul style="list-style-type: none"> • Citizens are fully engaged in SAM processes. • Policy Forum is not moving away from its core activities. • Member organisations should know and make practice of being audited before auditing Local Governmental Authorities. • Writing of SAM reports will be improved. • Members were also informed that the process of getting tax exemptions is too long. <p>Resolutions</p> <ul style="list-style-type: none"> • All documents should be well prepared before holding the AGM. •It was agreed that the SP log frame for 2011-2013 will be improved and approved by the new Board. Therefore the annual workplan and the budget were approved under the condition that they will be revised by new Board Members. •The externally audited report prepared by RSM Ashvir (Certified Public 			
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		<p>Accountants) for the year ended 31st December, 2010 was approved and the management letter received by the Board.</p> <ul style="list-style-type: none"> • RSM Ashvir was approved by the members to continue working with Policy Forum. 			
3	Board Elections	<p>There were two categories of candidates: Dar es Salaam based and upcountry. Four candidates from upcountry were Ben Taylor representing DARAJA, Boniface Maziku representing TADESO, Felician C. Lyimo representing HEMFA, and Jackson G. Mkango representing CYVA.</p> <p>Likewise four candidates emerged from Dar es Salaam: Audax Rukonge representing ANSAF, Sr. Rita Toutant representing TNCHF, Hebron Mwakagenda representing The Leadership Forum and Festa A. Mwanyingili representing Women’s Dignity (Utu Mwanamke).</p> <p>Candidates were asked to explain themselves for one minute and ask for votes. Eligible voters were required to ask questions before voting. Each eligible voter was allowed to select 2 candidates from Dar es Salaam and only 1 from upcountry. All candidates had to go out before being called in to do one-minute campaign. Results of the votes cast are as tabulated below.</p>			

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	<p>Dar es Salaam candidates:</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Candidate Name</th> <th>Number of Votes Got</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Audax Rukonge</td> <td>39 out of 58</td> </tr> <tr> <td>2.</td> <td>Sir. Rita Toutant</td> <td>29 out of 58</td> </tr> <tr> <td>3.</td> <td>Hebron Mwakagenda</td> <td>24 out of 58</td> </tr> <tr> <td>4.</td> <td>Festa A. Mwanyingili</td> <td>22 out of 58</td> </tr> <tr> <td colspan="2">Total number of votes cast for each candidate</td> <td>58</td> </tr> </tbody> </table> <p>Upcountry candidates:</p> <table border="1"> <thead> <tr> <th>No.</th> <th>Candidate Name</th> <th>Number of Votes Got</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Ben Taylor</td> <td>33 out of 58</td> </tr> <tr> <td>2.</td> <td>Boniface Maziku</td> <td>12 out of 58</td> </tr> <tr> <td>3.</td> <td>Felician C. Lyimo</td> <td>2 out of 58</td> </tr> <tr> <td>4.</td> <td>Jackson G. Mkango</td> <td>11 out of 58</td> </tr> <tr> <td colspan="2">Total number of votes cast for each candidate</td> <td>58</td> </tr> </tbody> </table> <p>The elected Board Members were Audax Rukonge, Sir. Rita Toutant (Dar es Salaam based) and Ben Taylor (from upcountry). Three new members came in while three outgoing members were replaced. Each Board Member stays for a period of 2 years. It was also announced that the first meeting of the Board will elect the new Chairperson of the Board to replace the outgoing chairperson Mr. Moses Kulaba.</p>	No.	Candidate Name	Number of Votes Got	1.	Audax Rukonge	39 out of 58	2.	Sir. Rita Toutant	29 out of 58	3.	Hebron Mwakagenda	24 out of 58	4.	Festa A. Mwanyingili	22 out of 58	Total number of votes cast for each candidate		58	No.	Candidate Name	Number of Votes Got	1.	Ben Taylor	33 out of 58	2.	Boniface Maziku	12 out of 58	3.	Felician C. Lyimo	2 out of 58	4.	Jackson G. Mkango	11 out of 58	Total number of votes cast for each candidate		58			
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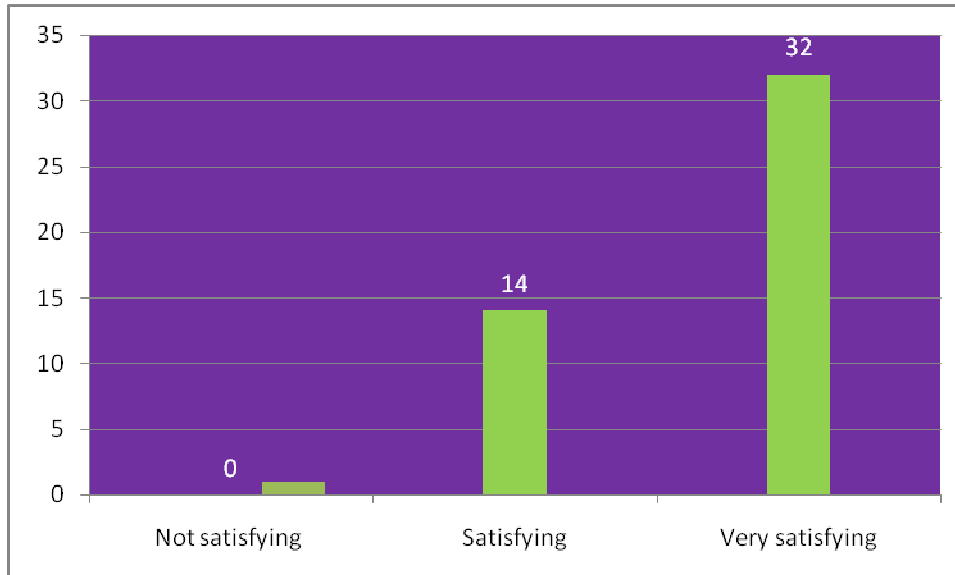
4	A.O.B.	<ul style="list-style-type: none"> • Board Members should be selected basing on their professional background such as accountants, lawyers etc. • Membership cards were discussed in the past, but there is no budget for that - even having badges would be a better option. • Publications should be going down to villages. • Visiting websites regularly will help to update information and learn on new things. •The newly produced directory of Policy Forum Members 2011 has some factual errors which need to be rectified. 			
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3. Evaluation of the AGM

I. Programme

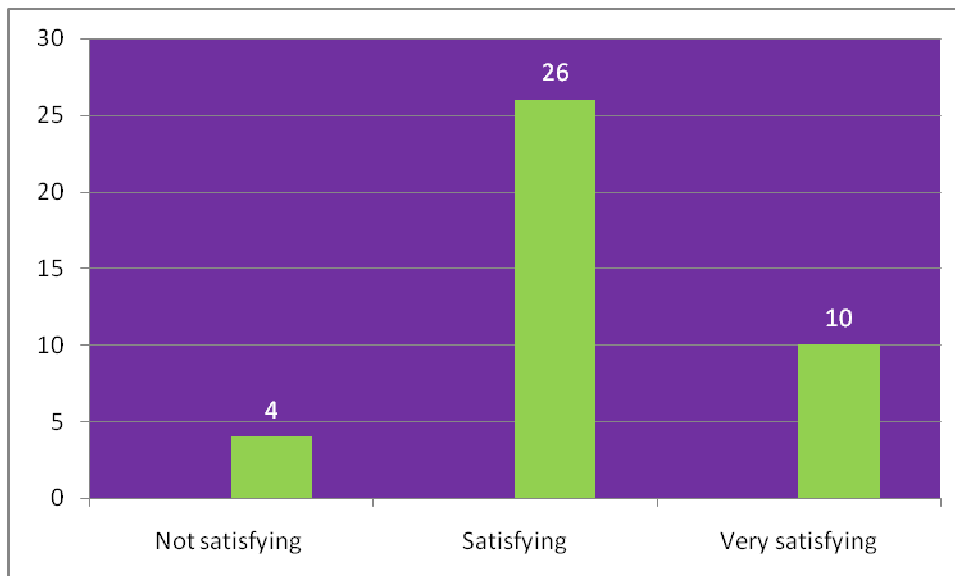
a) How was the AGM generally?

Total number of evaluators: 46



b) How would you rate pre-AGM activities?

Total number of evaluators: 40

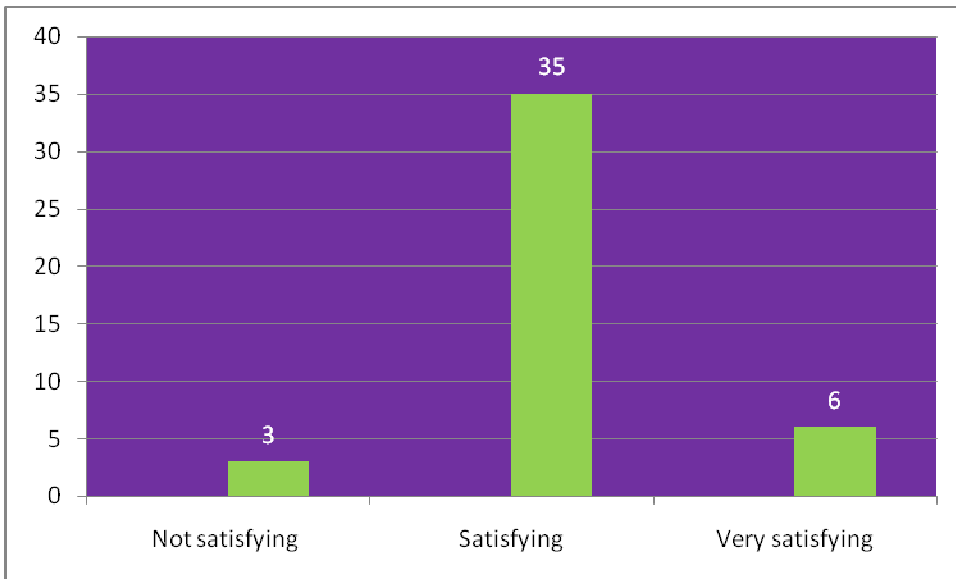


c) What particular Pre-AGM component were you interested in?

- Punctuality
- Exhibitions
- Logistics
- Reception

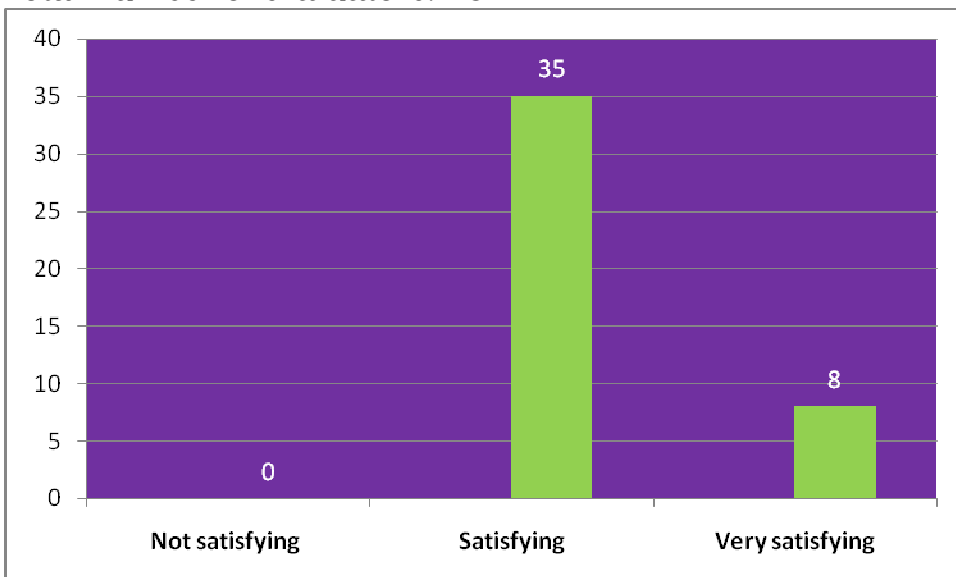
d) How would you rate AGM proceedings on overall?

Total number of evaluators: 42



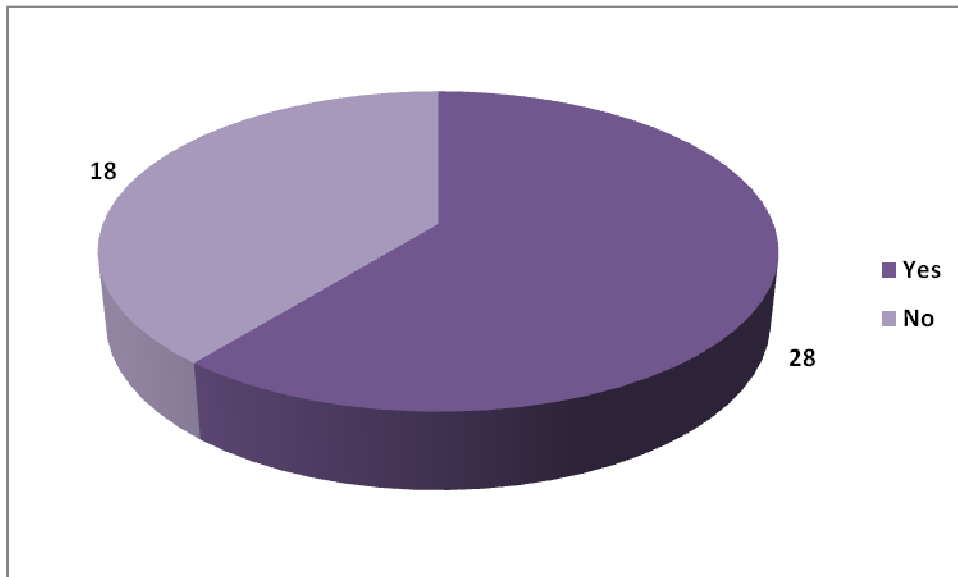
e) How did you find the resource materials?

Total number of evaluators: 43



f) Do you think the current AGM is sufficient?

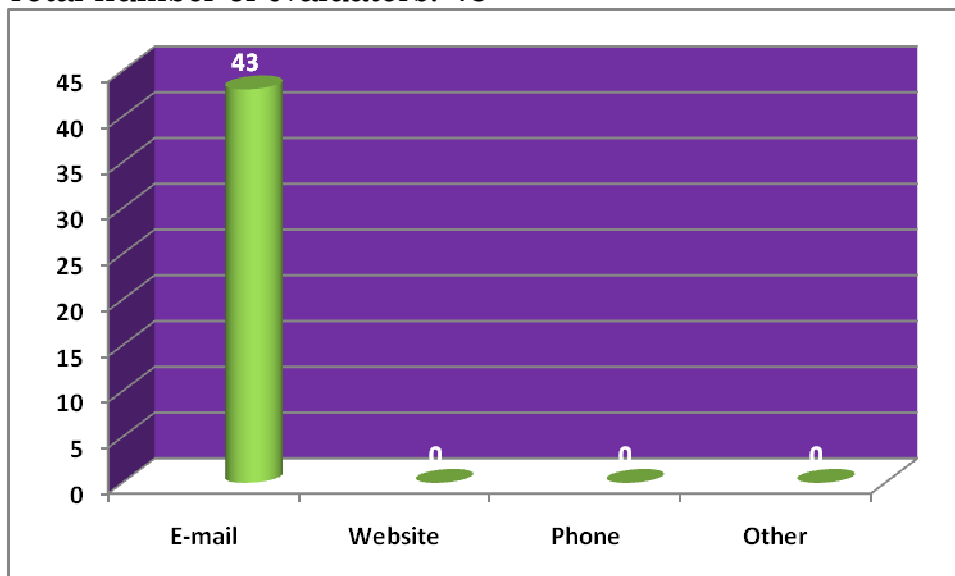
Total number of evaluators: 46



II. Logistics

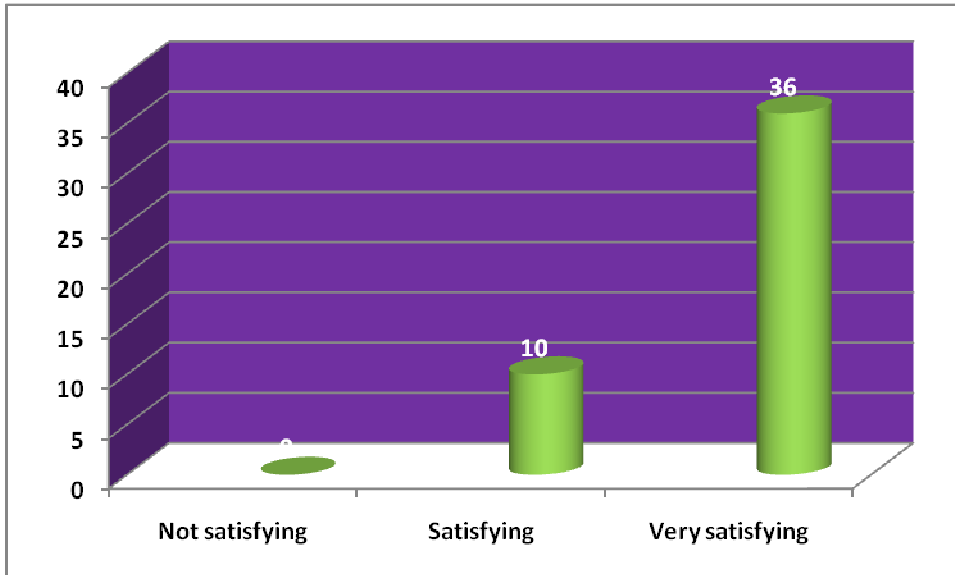
a) How did you get information about the AGM?

Total number of evaluators: 43



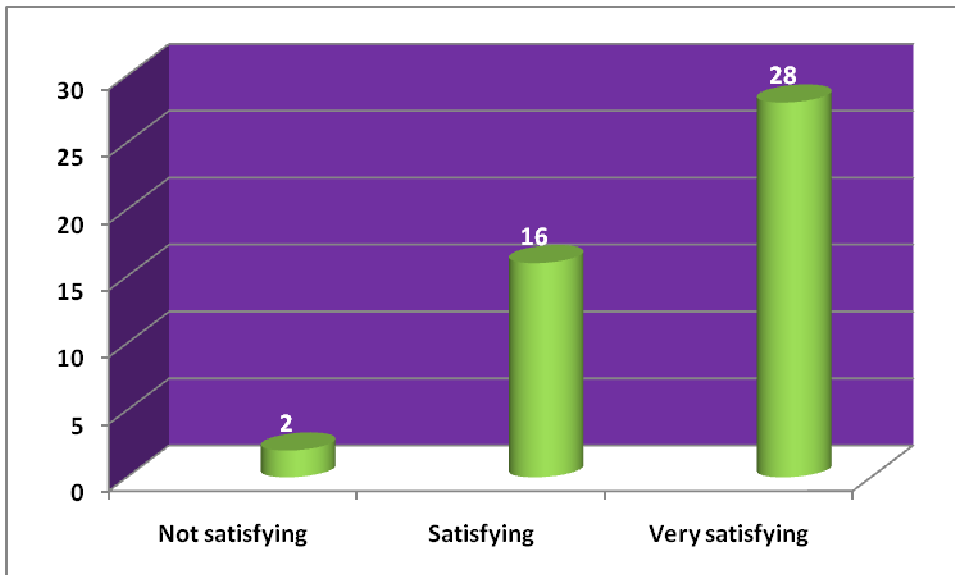
b) How did you find the process of refunding?

Total number of evaluators: 46



c) How did you find the venue?

Total number of evaluators: 46



If not satisfying, suggest the venue or what would be done differently?

- Look for another one with natural light
- Look for a venue with a standby generator

4. List of Participants

No.	Name of Representative	Sex	Organization
1.	Abdiel Mola	M	FAWACM – TZ
2.	Adam Siwingwa	M	MIICO
3.	Aggrey Kandonga	M	MYDO
4.	Agnes Victor	F	NPA
5.	Aisia Nyoka	F	VICOBA
6.	Alex Mbwilo	M	SADEF
7.	Alex Modest	M	Policy Forum
8.	Amani Mdoiyella	M	Policy Forum
9.	Angela Samson	F	Pact TZ
10.	Anna Bwana	F	Oxfam
11.	Asia Lembarit	F	MACSNET
12.	Asnath Laizer	M	FAWACM – TZ
13.	Athanas Sanga	M	LHRC
14.	Audax Rukonge	M	ANSAF
15.	Bakar Kh. Bakar	M	KEPA
16.	Ben Taylor	M	DARAJA
17.	Boniface Maziku	M	TADESO
18.	Christian Bazil	M	Aide et Action
19.	Christina Genda	F	Policy Forum
20.	Christina Godfrey	F	CARE
21.	Christine Lyimo	F	TAWLAE
22.	Cunegunda Ngereja	F	KIVULINI
23.	Daud Juma	M	YES
24.	David Lyamuya	M	CARE
25.	David Ntiruka	M	HAKIMADINI
26.	Delvina Lyimo	F	VICOBA
27.	Demai John	M	ABC Foundation
28.	Deograsia Nyoni	F	VICOBA SONGEA
29.	Devotha Likokola	F	VICOBA
30.	Elias Loidiso	M	HAKIKAZI CATALYST
31.	Essore Maregesi	M	SANGONET
32.	Esther Mongi	F	WVT
33.	Evans Sichalwe	M	LHRC
34.	Faraja J. Sinkala	F	MOCUBA-CODEFO
35.	Faustina Baisi	F	WISE
36.	Felician Lyimo	M	HEMFA
37.	Festa Andrew	F	WD
38.	Festus Mpita	M	Aid et Action
39.	Florence Rugemalira Rweyemamu	M	Forum Syd
40.	Frederick Sospeter	M	VICOBA
41.	Gabriel M. Tuke	M	KCS-Forum

42.	Gaudence Anselm	M	JET
43.	Godfrey Benezeth	M	SAHRINGON
44.	Gwandumi Mwakatobe	M	BUDEFO
45.	Haika Mcharo	F	Envirocare
46.	Hannah Mwandoloma	F	REPOA
47.	Hassanali A. Seif	M	KNC - Kibaha
48.	Hebron Mwakagenda	M	The Leadership Forum
49.	Heri Uisso	M	TAF
50.	Humphrey Makussa	M	WAT
51.	Hussein Sama	M	MTM
52.	Idd Mdanku	M	UNGO-Moro
53.	Irene Kiria	F	Sikika
54.	Israel Ilunde	M	YPC
55.	Jackson G. Mkango	M	CYVA
56.	James Kaijage	M	MBESO
57.	James Mlali	M	HDT
58.	Jans Sinkamba	M	TUSHIRIKI
59.	Jimmy Luhende	M	Mwanza Press club
60.	Jonathan Moyo	M	TCDD
61.	Joseph Mihayo	M	MES
62.	Joyceline Kobero	F	LEAT
63.	Julie Adkin	F	SNV
64.	Julius Muungano	M	PELO
65.	Khamis Said	M	AKON
66.	Kidani Magwila	F	TNCHF
67.	Koga Mihama	F	TACOSODE
68.	Latif Amars	M	TNRF
69.	Linda Lonqvist	F	KEPA
70.	Lugano S. Nyonde	M	MOCUBA-CODEFO
71.	Mary Majure	F	TAWLAE
72.	Masesa M. Bandoma	M	KIVULINI
73.	Mbonea Mshana	M	PAMOJA Trust
74.	Melanga Luoga	F	VICOBA
75.	Meliye Lemunda	M	MVIWAMO
76.	Moses Kanzieni	M	CODEFA
77.	Moses Kulaba	M	AP2000
78.	Nicholas Lekula	M	Sikika
79.	Nihla Mazrui	F	RSM Ashvir
80.	Nuru Ngailo	F	Policy Forum
81.	Peter A. Matonyi	M	CADA
82.	Pius Wisdom	M	MTM
83.	R.I. Birolele	M	BOSEDA
84.	Rashid Kulewa	M	Policy Fourm
85.	Regina Katabi	F	M-WACOD

86.	Regina Mshana	F	Aid et Action
87.	Richard Lucas	M	DARAJA
88.	Robert P. Chuwa	M	KET
89.	Rose Lyimo	F	FAWACIM
90.	Rose Marandu	F	VSO
91.	Salum Muya	M	CYVA
92.	Samiji Eneza	M	CODEFA
93.	Samora John	M	KIONGOZI
94.	Samwely Stanley	M	YPC
95.	Schola Lucas	F	Sikika
96.	Scholastica	F	Sikika
97.	Stefano Battain	M	CVM
98.	Thabitha Msasu	F	VICOBA
99.	Thecla Mendile	F	HAFOTA
100.	Twidikage Joel	F	WISE
101.	Victor Kabuje	M	IECA