



**policy forum**

Report on the  
Annual General Meeting, April 2009

**policy forum**

## **Day 1 – Pre-AGM Activities**

The Policy Forum Annual General Meeting was held on the 2<sup>nd</sup> and 3<sup>rd</sup> of April of 2009 at the White Sands Hotel in Dar es Salaam. Representatives from over 60 member organisations attended, all of whom were welcomed by the outgoing Policy Forum Chairman, Mr. Hebron Mwakagenda. The meeting began by a round of introduction from all the participants, both from new and old PF member organisations.

The first day of the AGM was for orientation to introduce PF to new members and explain to them what the network is doing, including showcasing our main activities. The new member organisations, who were attending the PF AGM for the first time, were:

- MBOZI ILEJE AND ISANGATI CONSORTIUM[MIICO]-MBEYA
- MANYARA REGION CIVIL SOCIETYORGANAISATION NETWORK[MACSNET]-MANYARA
- FORUM FOR GRASSROOT ORGANAISATION TANZANIA [FOGOTA]
- TANZANIA ASSOCIATION OF WOMEN LEADERS IN AGRICULTUREAND ENVIRONMENTAL[TAWLAE]
- UNION OF NON GOVERMENTAL ORGANAISATION[UNGO]-MOROGORO
- MWANZA PRESS CLUB[MPC]-MWANZA
- COMMUNITY FOR ALL[CODEFA]
- MBEYA YOUTH DEVELOPMENT OGANAISATION[MYDO]

Mr. Hebron Mwakagenda also introduced the new coordinator of Policy Forum as Semkae Kilonzo.

### **Presentation: An overview of Policy Forum for new members**

The orientation session began by Semkae Kilonzo giving a presentation on PF's emergence in the civil society realm. The presentation, entitled 'A look at Policy Forum's past 5 years', outlined PF's main focal areas which are Local Governance, Public money and Active citizen's voice. He also provided a picture of PF's governance structure and summarised the network's four main objectives which are:

- Independent and bottom up analysis for effective advocacy
- More informed public Debates on policy issues
- Enhanced capability of CSOs to influence national and local policy processes and
- Strategic and selective policy engagement for positive change.

Mr. Kilonzo mentioned PF's main challenges are as:

- How to better support participation of NGOs not based in Dar es Salaam in influencing national policies
- How to improve participation by & information sharing with PF members.
- How to improve information sharing mechanism with PF members.

He said that PF's main successes include:

- Information sharing among NGOs
- coordinated approach to participation in policy processes
- broader and deeper CSO understanding in policy making processes and
- Increased space for quality of civil society participation in the policy dialogue.

Kilonzo then welcomed participants for a plenary discussion. A participant raised the issue of coverage of PF in terms of its collaboration with regional networks. He felt that PF should have links with networks in each region so as to have wider coverage nationally. The presenter said that in 2008 PF had established links with two partner networks (Mwanza Policy Initiative and Kibaha Network of CSOs) and was planning to add two more in 2009. He however cautioned that success is not usually achieved overnight and impact in the advocacy that we do will be seen overtime. PF was also asked to find out more about what each of its member does so that it can share more relevant information. The Coordinator said PF will take up this challenge and has in fact begun doing so by planning to have visits to member organisations. He also requested members to also share with PF Secretariat and the rest of the network what they do and are planning so that everyone is kept abreast of developments within Policy Forum.

### **Presentation: Social Accountability Monitoring (SAM)**

Later, there was a presentation by Mr. Albanie Marcossy, the manager for Social Accountability Monitoring (SAM) on the Mwanza City Council case study. He said that Social Accountability Monitoring in Mwanza city started in July 2008 after Policy Forum and Mwanza Policy Initiative (MPI) reached an agreement to work together on this activity. Implementation began after the formulation of 13 members from the city. MPI collected information from the city from 1<sup>st</sup> to 18<sup>th</sup> of August. Some of the findings are:

- The information that was found is incomplete
- The useful information is kept as a secret
- The little information that was obtained shows the misuse of the money and unaccountability of the city council.
- They were left with question than the little information obtained.
- Among Tshs 12.303 billion collected by Mwanza City Council, Tshs 502 million comes from revenue collected from the Mwaloni fish market 3%
- At least 28% of the revenues of Mwanza City Council are estimated to come from the internal Revenues of the city council itself.
- Among those at least 13% is thought to come from the collection of tax and fees from the Mwaloni Fish market.
- Mwanza City Council has planned to use more of its resources on developing Leaders & Executive of the council, instead of giving priorities to citizen need and interest.

*NOTE:* The information that was presented was based on the 35% of the information available.

Mr. Marcossy's presentation was followed by a video showing SAM deliberations in Mwanza which involved Mwanza Councillors, Policy Forum and Mwanza Policy Initiative. The video presentation was a depiction of Mwanza councillors responding to the findings of the preliminary SAM report.

*Discussion:* Participants requested that after the presentation to the city councillors, we should go further and make the city council accountable for its actions, make citizens more aware of these results, train councillors on the budget process, and intensify capacity building for CSOs.

Albanie Marcossy also noted that so far, 13 people have gone for SAM training in South Africa, and the process is ongoing as part of building the capacity of CSOs. He also said that there were organisations such as the Foundation For Civil Society which were interested in supporting NGOs that would like to work on SAM. This, he said, would help upscale SAM to other regions. He added that journalists also attend SAM meetings and they usually report on the issue.

## **Presentation: Voters' education in preparation for the 2009 Local Government Elections**

After the SAM presentation, Mr. Hebron Mwakagenda, the outgoing PF Chairman presented on the PF's Local Government Working Group's participation in voter education. He said that:

- Voter education is education or training that is targeted to a person who has registered himself /herself as a voter in the specified election
- Voter education is education /training that is targeted to a person who has fulfilled his/ her responsibility to register as the voter in the said election.
- It is a special education that aims at educating and sensitizing a voter to go to the polling station and vote on the day of election.
- Based on the importance of the type of education, it needs to be provided by independent organizations that have no alliance to any of the parties participating in the elections.

He then outlined aspects of the Morogoro Agreement on Local Government Elections for October 2009:

- There will be a campaign of 7 days
- There will be special ballot boxes
- Registration shall be conducted 21 days prior to election
- Eligible age for election candidacy is 21
- Education for elections candidate should be conducted by other government employees and not by village executive officers (village /mitaa/ward/executive officers)
- There should be special ballot papers
- TAMISEMI should continue being in charge of Local Government elections in 2009 but by the 2015 National election, these elections should be overseen by NEC.
- It was agreed that the government should give civic
- The government has to set aside enough money for Local Government elections (in 2009/2010 financial year, Tshs 9 billion has been set to serve the purpose.

## **Presentation: Pilika Pilika Radio Soap Opera**

During the afternoon session, there was a presentation on Pilika Pilika, the radio Soap Opera that carries governance messages in its storylines, and a programme that PF sponsors. MEDIAE LTD (Media for Education and Development), the producers of the show introduced an independent research company (Research Solutions) who made a presentation on the impact of the radio show. The presentation was accompanied by a drama show to give a picture of how the producers use art to promote good governance. Some facts from the presentation:

- TBC, one of the stations that Pilika Pilika broadcasts, leads in all areas apart from Iringa, where Uplands leads by 37.6%, followed by Radio Free Africa with 24.7% receivership and TBC is 3rd with 20.0%.
- Other Radio stations that recorded a receivership of 2.5% to 0.1% overall in various areas are: Radio Ukweli, East Africa Fm, Radio 5 Fm (Arusha), Kiss, Kilimanjaro, Pride, Peace, Maria, Uzima, Uhuru, Mwangaza, Mozambique, Country Radio, Ebony, Kibla, Ten, Radio and Imani.
- Radio dramas are very popular more so in the rural areas. A total of 953 respondents were contacted for the study. Out of the 953 respondents, 440 of them listen to radio dramas; and 426 of them are aware of Pilika Pilika radio drama.
- Radio drama listeners account for 46% of total contacts made in the field.

- Awareness of Pilika Pilika: 44.7% of total respondents interviewed are aware of Pilika Pilika Radio Drama; A total of 953 respondents were contacted during the study; 57.9% of the respondents became aware of Pilika Pilika radio Programme through the radio.
- Listenership Of Pilika Pilika: Respondents frequently listen to Pilika Pilika with 45.6% of the respondents having listened a few days ago
- Relevance of Pilika Pilika: 94.8% of the respondents feel that Pilika Pilika addresses grassroots issues and ideas that are indigenous and relevant to Tanzanians.

Discussion: Participants said that local radio station (community-based) need to be given a copy of the play for more wider listenership. One participant commented that people might be listening to TBC1 but are not necessarily listening to session Pilika Pilika.

## **DAY 2 – Main AGM**

The day began with an introduction of the participants and official declaration of opening and adoption of the agenda. Mrs. Zuki Mikyo from REPOA was appointed by the participants to chair for the day.

### **PF AGM Report 2008**

The PF Coordinator presented to members the last AGM resolutions which there were six resolutions, those are:-

1. The Annual Report for 2007 was adopted by Policy Forum Members.
2. Audited accounts for 2007 approved on condition that the corrections on page 17 are made and that a signed and final version is received and circulated to members.
3. Grant Thornton will continue as Policy Forum's auditor for the year 2008.
4. The Strategic Plan for 2008 – 2010 and 2008 Annual Plan was then unanimously passed by the PF members.
5. It was decided that both the remaining positions be filled next coming PF monthly meeting.
6. It was agreed on renaming the Steering Committee to 'Board of Directors'.

### **Comments:-**

In the future, we need to show what the issue, what was done and the way forward after the resolution. (A matrix on matters arising and action taken should be reported).

### **Annual Report 2008**

The PF Coordinator presented the PF Annual Report (from January to December 2008). He began the presentation by giving the overall objective of what PF seek to achieve:-

1. Enhanced democratic, transparent and accountable governance and;
2. Improved quality of life for Tanzanians;
3. Effective protection for human rights;
4. Strengthening the capacity of NGOs to influence policy decisions relating to poverty reduction, equity and democratization

He also outlined four main Objectives:

1. To analyze and monitor the implications of policies and the resulting information used by civil society to improve their advocacy
2. Analysis and monitoring information produced by PF is widely disseminated to stakeholders in a manner that is accessible, interesting, relevant and useful to the intended target audience.

3. To enhance the capability of CSOs to understand, to monitor, and to effectively engage with and influence national and local policy processes.
4. To participate as a network in national policy processes in a manner that is strategic in order to engage where impact is most likely to be achieved.

Some of the achievements for the year 2008 are:-

1. Analysis of CAG findings, public participation & LG accountability
2. BWG working with LGWG to strengthen budget & accountability monitoring at local level.
3. More channels of communications: Website up and running, SMS, weekly updates, info packs.
4. Radio Soap Opera with governance messages airing since the beginning of the year.
5. Social Accountability Monitoring: Partner networks selected (KNC & MPI); tools developed and monitoring finalised
6. More non-Dar based members have been involved (orientation, implementation, monitoring and evaluation of the work of Policy Forum)
7. PF engagement with Parliament
8. PF strengthened relationship with PMORALG -participation in development of LGRP3
9. Preparations for 2009 Local Government elections with PMORALG

Challenges:-

1. Patchy participation in working groups
2. Demand for SAM assistance has been greater than PF's ability to supply.
3. Pressure on staff time leaves inadequate time to document lessons
4. Demand often exceeds our ability to supply
5. Need to improve our use of outsourcing to ease pressure on internal staff
6. 64% of budget spent as of December 31 2008. This is due to: - Delays in finalising donor contracts and Delayed activities (Spent 90% of the actual money available).

The lessons learnt included:-

1. Clearly articulated, realistic objectives that are well understood.
2. Coalition objectives help members to achieve objectives of their own organizations.
3. Effective orientation of new members.
4. Inclusive and facilitative leadership.
5. Clear and robust internal mechanisms for monitoring and accountability.
6. Effective information sharing (timely, relevant, accessible and interesting).

Comments:-

- Members' participation in the PF meeting has improved or not?
- Lets not fear to expand our network because that is the only way we can meet the demand
- Some time we get the same information frequently
- How do we manage as a network report to all donors with the same report as a lesson for members to learn
- How does the PF secretariat manage to make sure head of the organisation are one who attends the meeting
- What is the status of the resource centre
- We need to improve staff secretariat incentive as a way of retention
- What is the strategy to improve SAM professionals
- Is there any plan to conduct 7:30 BD outside DSM?

Response:-

- There is irregularity in members to participate in PF meetings which leads to counting participations, this is a challenge.

- Due to staffs limitation at the secretariat we will be outsourcing some activities to consultant so as to meet the demands of the network
- On donors' contribution and donation, we have fundraising strategies like core funding and same report to all donors which make the life easy and we normally have a joint *MOU* meeting with all donors before the fundraising.
- Where applicable regarding the fund availability we have improved the staff welfare and incentive to our staff and whenever there are overtime staffs is eligible to take a day off.
- We did not intend to merge the two working groups but the strategies are to corroborate in some activities especially in budget issue and this happened in previous years.

**Resolution 1:** The Annual Report for 2008 was adopted by Policy Forum Members.

### **Adoption of Audited Accounts & Appointment of Auditors**

So as to enable members to approve PF's audited accounts, On behalf of the Board, the PF Coordinator and Admin and Finance Officer, presented the income and expenditure accounts. The Coordinator began by stating that the auditors were content with the international standards employed by PF in its financial reporting. However, he spotted a few errors on the report. The nationality of Andrew Williams of TNRF, a PF Board member, was listed as Tanzanian instead of British. The other issue was the recent change of Auditors' company name who are now known as Horwath Tanzania but on the report the text 'formerly Grant Thornton' was missing.

In the Management Letter, they said that the failure to get tax exemption was raised again this year. However, they explained that the application has been lodged with TRA.

He mentioned Donors and Members who contributed their donations for the year 2008 which were HIVOS, CIDA, EMBASSY OF FINLAND and GOOGLE.ORG. Members were ACTION AID, CONCERN TANZANIA and MS TANZANIA. He thanked members for their kindness and taking their responsibility as members to contribute to the network. He also encouraged other members to make their contribution so as to avoid too much dependence on donors.

Further more he gave the explanations on budget versus actual expenditure page:

- Activity 1.4 on public expenditure tracking project: the allocated money was not spent due to that the activity being incorporated into SAM project.
- Activity 3.3 on systematic documentation of advocacy experience: the money was not allocated to that activity as it is part of the SAM manager's work.
- Activity 4.1 on selective policy engagement: This activity shows over-expenditure. More activities were added after PF and Revenue Watch Institute agreed to increase the number of mining workshops for MPs. Since this is the relevant place to charge all costs associated with the activity, the Budget vs. Expenditure on that particular line shows over-expenditure.
- Activity 5.2 on annual report printing: the allocated money was meant for printing of the Annual Report book but photocopying was opted instead, hence no expenditure on that line.

With regards to the appointment of new auditors, the PF Coordinator explained that after getting the information from the big 5 auditing companies, he found that they were all too expensive for PF to afford (considering our limited funds). He therefore requested members to appoint Horwath Tanzania (formerly Grant Thornton) as auditors for the financial year ending 31<sup>st</sup> of December 2009 while the Secretariat uses the interim period to shortlist auditors for selection at next AGM.

**Resolution 2:** Audited Accounts for 2008 were approved with no condition.

**Resolution 3:** Horwath Tanzania will continue as Policy Forum's auditor financial year ending 31<sup>st</sup> of December 2009 on the condition that during next AGM 2010, the secretariat will come up with a shortlist and profiles from different auditing companies so as to enable members to make the appointment.

### **2009 Annual Plan**

Mr. Semkae Kilonzo said the area of priority for 2009 was based on the PF strategic plan for 2008-2010. The priority areas were:

1. More use of information from upcountry partner networks in the analyses.
2. Continue with the popularisation of policy documents (more relevant for advocacy at the time). Gets Resource Centre functioning, feedback mechanisms improved through all channels all year round (SMS, email, website, forms, verbal)
3. Continue with the inclusion of members based outside Dar; updating the orientation pack for new members and using the lessons learned for advocacy.
4. Continue to be selective in our policy engagement, our collaboration with local and international networks like TNRF, FCS, etc with the aim of learning from others, expanding knowledge gained within PF and to expand its network of partners.
5. Recruitment- needed staff recruited and contracted and taken through orientation, job plans in place, skills development requirements determined and new Coordinator determines the support required from Board

Concluding, he said that there will be expected challenges like random and patchy member participation. He said on this, the secretariat will see how it can be more relevant to its members including better understanding our membership.

#### *General comments from members*

1. As members we should not wait for the secretariat to invite us.
2. Why is the secretariat through its managers leading on the activities instead of members as it was previously?
3. We don't see any plan in 2009 for MKUKUTA II?
4. How does the secretariat monitor the activities of members?
5. We need to have an exhibition section for members during the AGM session.

#### *Responds to the Comments*

- 1) The secretariat office is there to coordinate the activities of the network so as the managers they are just coordinating and not to running the activities. Also, previously leads were taken by selected members due to the fact that the secretariat had only two staff members (Gertrude and Amani).
- 2) The concept document for MKUKUTA II is not yet publicly available.

- 3) On monitoring the members' activities, it's a challenge but we will make sure that at least we visit our members once a month.
- 4) The secretariat most of the time does share with us information. The challenge is most of our members are too busy to engage.

**Resolution 4:** 2009 Annual Plan was unanimously passed by the PF members.

### **Confirmation of the Coordinator**

The Chairperson of the Board Mr. Hebron Mwakagenda again introduced Mr. Semkae Kilonzo as a new PF Coordinator by giving out the Board Resolution. He said that according to the MEMARTS, the PF coordinator shall be appointed by the Board and be subjected to confirmation by the AGM.

**Resolution 5:** Members endorsed the board appointment of the Coordinator. They were reminded though, that next time the Board needs to come up with some kind of profile of the candidate to be confirmed as well as the criteria the Board used to make the appointment.

### **New Board Members Election**

The PF Board of directors had 4 vacancies to fill:

- Vacancy left by the outgoing chairperson, Mr. Hebron Mwakagenda (Dar slot).
- Vacancy left by TNRF (upcountry slot)
- Vacancy left by TACOSODE (Dar slot)
- 1 vacant slot which was not filled since last AGM

Those staying on were ACTIONAID Tanzania, CONCERN Tanzania and KULEANA (upcountry)

Before the casting of votes, 9 contenders for the new Board Members were presented to the AGM participants and each had to speak for a minute as part of introducing themselves and allowing members to consider their suitability. According to PF regulations, 7 members are required to occupy the Board Members. The contenders were:-

Vying for the Dar slots:

1. Samuel Mihayo ( Kibwegere)
2. Moses Kulaba ( AGENDA Participation 2000)
3. Fransisca Matay ( TAWIF)
4. Joseph Kisanji ( TEN/MET)

Vying for the upcountry slots

1. Israel Ilunde ( YPC)
2. Boniface Maziku ( TADESO)
3. Nemes Iriya ( KCS Forum)- represented by Alais Nangoro
4. Felician Casimir Lyimo ( HEMFA)
5. Abdiel Mola ( FAWACM)

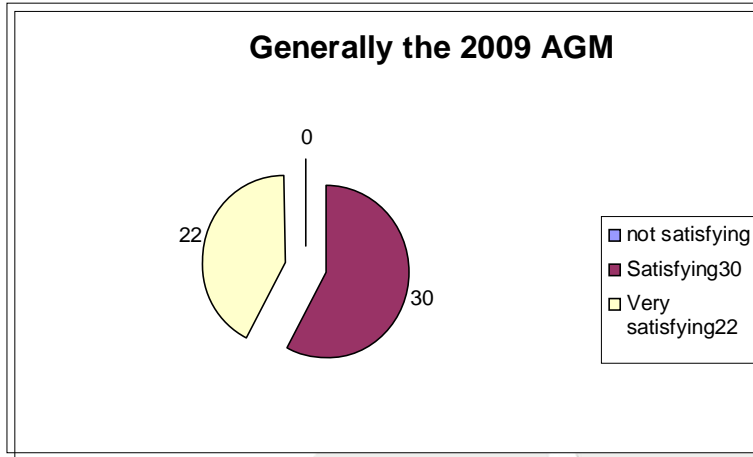
After the casting of the vote, Moses Kulaba, Fransisca Matay and Joseph Kisanji (Dar-based members) and Israel Ilunde (upcountry member) were nominated as new Board Members.

**Resolution 5:** As Moses Kulaba, Fransisca Matay and Joseph Kisanji and Israel Ilunde were declared new Board Members. It was decided that new Board Members shall meet soon after the AGM to elect the Chairperson and Vice Chairperson.

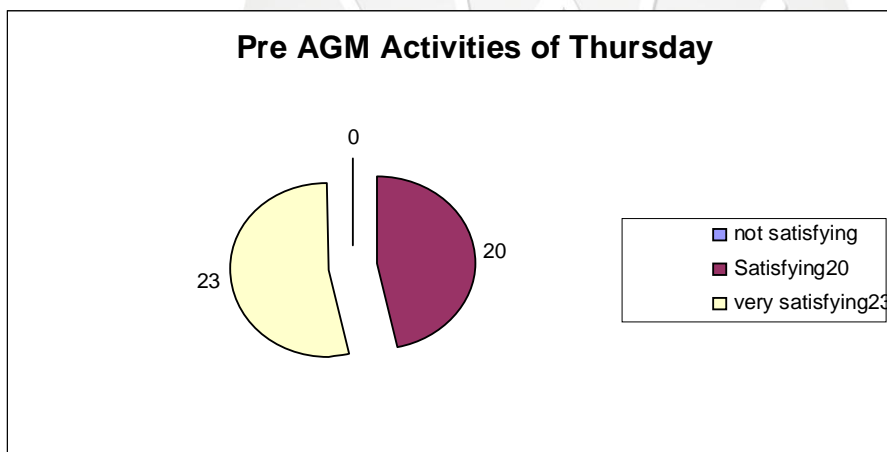
## AGM Evaluation

Thereafter, evaluation and feedback forms were distributed. The following are the results of the assessment by the participants on how the AGM was organised:

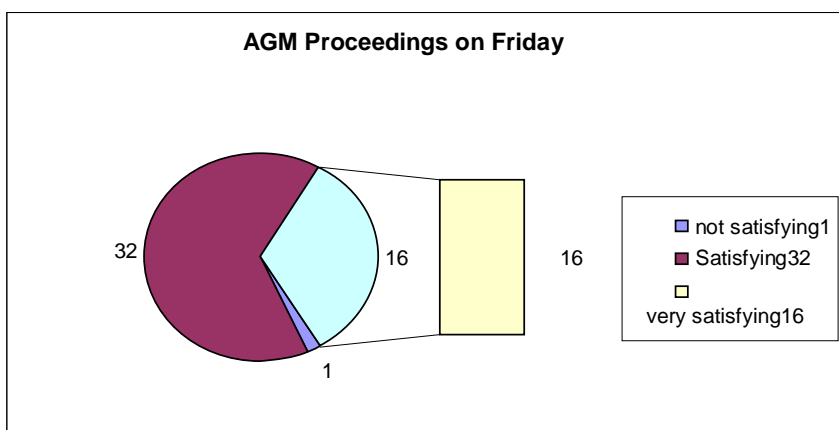
### 1. Generally how was the 2009 AGM?



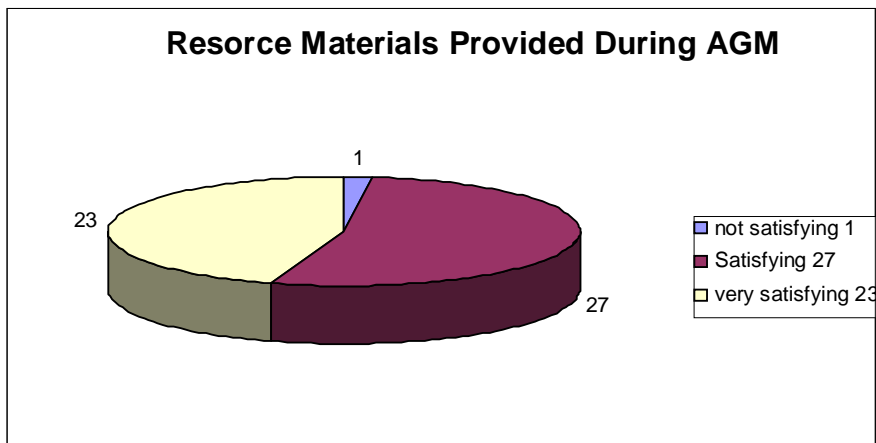
### 2. If you attended the pre-AGM activities of Thursday, how would you rate it?



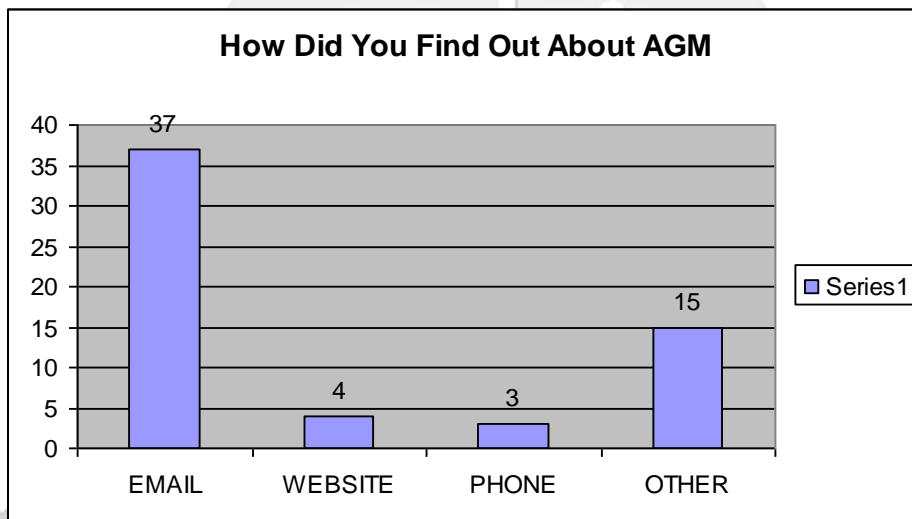
### 3. How would you rate the AGM proceedings on Friday overall?



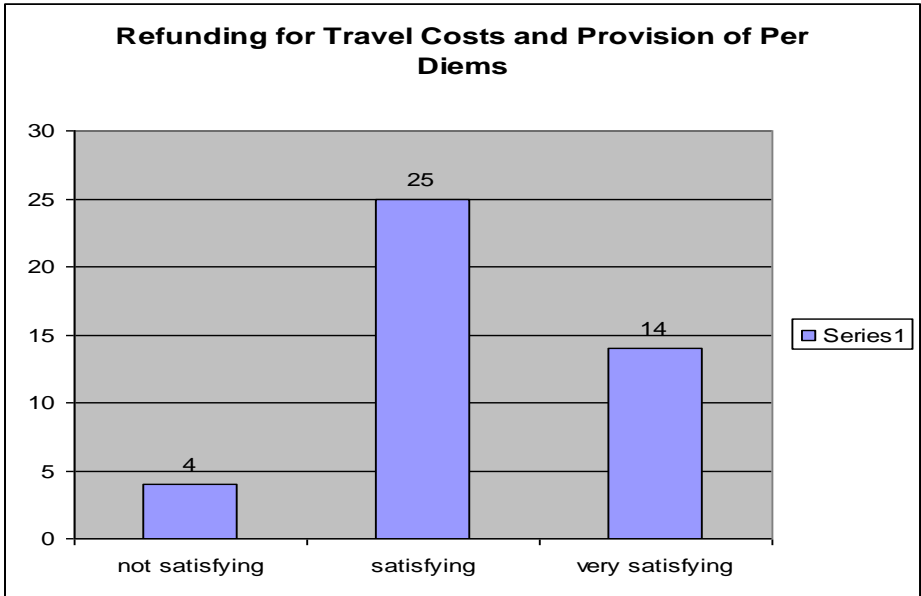
4. How did you find the resource materials provided during the AGM?



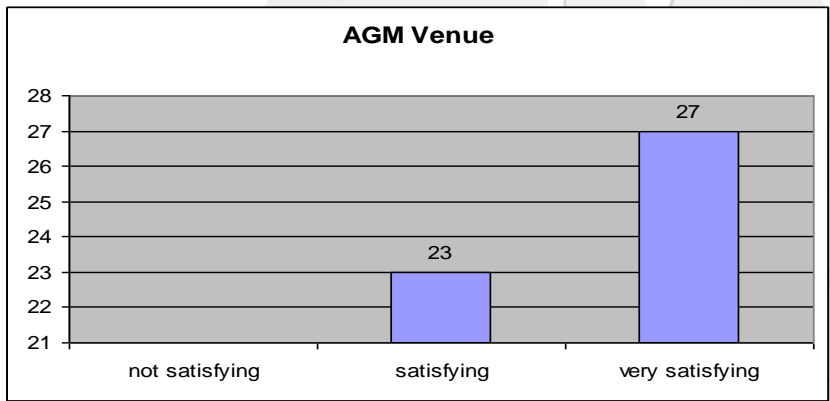
5. How did you find out about the AGM?



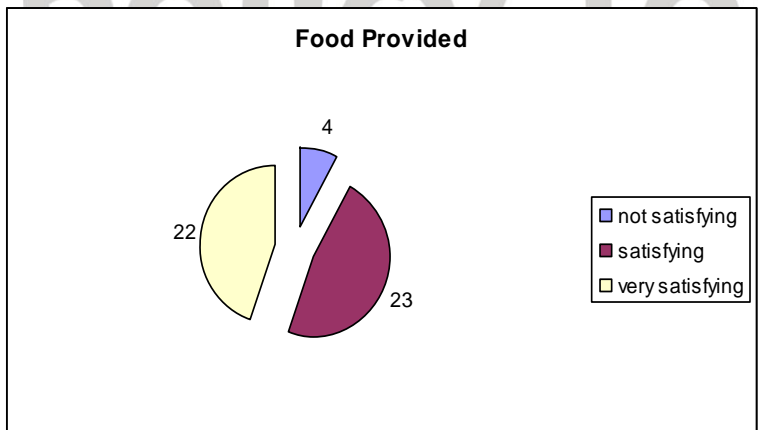
6. How did you find the process of refunding for travel costs and provision of per diems?



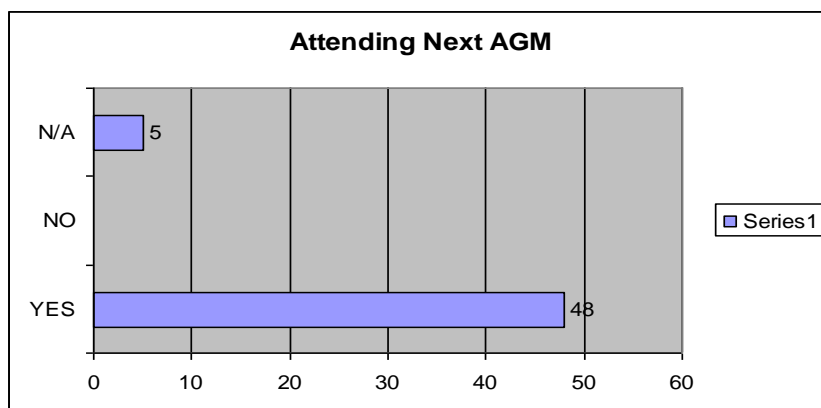
7. How did you find the venue?



8. How did you find the food provided?



## 9. Will you attend another AGM?



### Comments:

#### 1. PROGRAMME:-

- Days for AGM should be 3 days.
- Feedback report from members should be scheduled in the timetable.
- Voting could be better organised and time efficient
- A matrix on matters arising and action taken should be included
- In future, AGM documents and agenda should be well organised

#### 2. LOGISTICS:-

- We need to review the transport cost refunding it is too low.
- AGM venue is too far from city centre and the food provide is not good
- Information on the AGM should be circulated by SMS as well

#### 3. GENERAL:-

- Let us be strict when it comes to sending organisational reps to the AGM - senior/high level leadership should come.
- The AGM was well organised and the mood, information and formal atmosphere was nice.
- Need to have translators so as to have active participation by all participants.

policy forum

## Appendices

### Appendix I

List of Participants: Day One  
2<sup>nd</sup> APRIL 2009

NO	Name	ORGANISATION
1	Astronant Bagile	WISE
2	Pantaleo Shoki	ACORD
3	Nicholas Lekule	YAV
4	Winstone Bohela	SNV-TZ
5	Agnes Victor	NPA
6	Audax Rukonge	CONCERN WORLD WIDE
7	Kandi Saidi	FAWE TZ
8	Israel Ilunde	YPC
9	Tatu Kayumbu	TAWLAE
10	Jonas Lubago	TLB
11	Fravins Kashaga	TLB
12	Elias Loidiso	HAKIKAZI
13	Harold Makundi	UBUNGO DEV. INITIATIVE
14	Nyembea Stanslaus	LEAT
15	Felicia Lyimo	HEMFA
16	Yakobo Tibamanya	PELUM
17	Aggrey Kandonga	MYDO
18	Hussen Musabila	UDI
19	Zitta Batamanagwa	TLB
20	Theotana Samba	TLB
21	Asia Mtibua	MACSNET
22	Baraka Mwabenga	MIICO
23	Essore Maregeru	SANGO
24	Thomas Laiser	MVIWAMO
25	Ali Swed Kasingo	FOGOTA
26	James Mlungwana	GULUKA KWALALA
27	Jackson Mkango	CYVA
28	Emmanuel Kazingu	FOGOTA
29	Paul Sangija	SFF
30	Issaya Andrew	MOCUBA CODEFA
31	Fransisca Matay	TAWIF
32	Regina Katabi	M-WACOD
33	Amiri Mbegu	PAMOJA TRUST
34	Regina Munisi	UNA TANZANIA
35	Sia Kasim	WVT Arusha
36	Esther Mongi	WVT
37	Samantha Ross	HakiElimu
38	Boniface Maziku	TADESO
39	Mlongecha Mkuku	YPC
40	Godfried Sangana	CODEFA
41	Nsubisi Syambwa	TUSHIRIKI
42	Daudi Mkoma	TAYOA
43	Rev. Abdiel Mola	FAWACM
44	James Frank	WLAC
45	Samwel Mihayo	KIBWEGERE
46	Joseph Saqware	UNGO-MOROGORO
47	Samiji Eneza	KISARAWA
48	Hassanali Seif	KNC
49	Demai John	ABC-FOUNDATION

50	Alais Nangoro	KCS FORUM
51	Salum Maleta	FORUM SYD-TZ
52	Victor Maleko	MPC
53	Joanita Magongo	REPOA
54	Moses Kulaba	AP2000

List of Participants day two

**Appendix II**

3<sup>rd</sup> APRIL 2009

<b>NO</b>	<b>Name</b>	<b>ORGANISATION</b>
1	Astronant Bagile	WISE
2	Pantaleon Shoki	ACORD
3	Nicholas Lekule	YAV
4	Zuki Mihyo	REPOA
5	Winstone Bohela	SNV-TZ
6	Agnes Victor	NPA
7	Audax Rukonge	CONCERN WORLD WIDE
8	Irenei Kiria	YAV
9	Jimmy Luhende	KIVULINI/MPI
10	Kandi Saidi	FAWE TZ
11	Israel Ilunde	YPC
12	Tatu Kayumbu	TAWLAE
13	Jonas Lubago	TLB
14	Fravins Kashaga	TLB
15	Elias Loidiso	HAKIKAZI
16	Harold Makundi	UBUNGO DEV. INITIATIVE
17	Nyembea Stanslaus	LEAT
18	Felicia Lyimo	HEMFA
19	Yakobo Tibamanya	PELUM
20	Aggrey Kandonga	MYDO
21	Hussen Musabila	UDI
22	Zitta Batamanagwa	TLB
23	Theotana Samba	TLB
24	Asia Mtibua	MACSNET
25	Baraka Mwabenga	MIICO
26	Essore Maregeru	SANGO
27	Thomas Laiser	MVIWAMO
28	Ali Swed Kasingo	FOGOTA
29	James Mlungwana	GULUKA KWALALA
30	Jackson Mkango	CYVA
31	Emmanuel Kazingu	FOGOTA
32	Paul Sangija	SFF
33	Issaya Andrew	MOCUBA CODEFA
34	Fransisca Matay	TAWIF
35	Regina Katabi	M-WACOD
36	Amiri Mbegu	PAMOJA TRUST
37	Regina Munisi	UNA TANZANIA
38	Sia Kasim	WVT
39	Esther Mongi	WVT
40	Samantha Ross	HakiElimu
41	Boniface Maziku	TADESO

42	Mlongecha Mkuku	YPC
43	Godfried Sangana	CODEFA
44	Nsubisi Syambwa	TUSHIRIKI
45	Daudi Mkoma	TAYOA
46	Rev. Abdiel Mola	FAWACM
47	James Frank	WLAC
48	Samwel Mihayo	KIBWEGERE
49	Joseph Sakwale	UNGO-MOROGORO
50	Samiji Eneza	KISARAWAWE
51	Hassanali Seif	KNC
52	Demai John	ABC-FOUNDATION
53	Monica Goeman	OXFAM IRELAND
54	Kanchan Sinha	OXFAM GB
55	Alais Nangoro	KCS FORUM
56	Salum Maleta	FORUM SYD-TZ
57	Victor Maleko	MPC
58	Joanita Magongo	REPOA
59	Moses Kulaba	AP2000



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