



*Helping People  
Help Themselves*

**INTEGRATION  
IMPROVES  
IMPACT**

**2015  
Annual Report**

# A MESSAGE FROM THE FOUNDER



Dear Supporters,

The impact of our approach to assist the people of South Omo Zone, Ethiopia, in gaining the knowledge and resources to help themselves was validated this year. Several of our most innovative ideas achieved encouraging results. We are convinced that in order to build resiliency in the zone gender norms need to become inclusive; cultural constraints need to be loosened; and the connections between indigenous societies and the government need to be strengthened. These social factors present critical barriers to achieve sustainability.

Our breakthrough news for FY 2015 is that Integrated Functional Vocational Literacy (IFVL) appears to be the fastest, most effective way to start shifting norms in favor of gender equality! When traditional adult women and men learn together and practice joint problem-solving, they discover the benefit of collaboration. By integrating IFVL with Family Planning, we saw a significant increase in women's participation in community decision-making, and many of these women have become community leaders.

Our Community-based Learning in Action (CBLA) methodology eases cultural constraints. CBLA is a highly participatory, visual discovery process that works within the context of the community – paying attention to the way people think, the influence of their culture, and the individual's behavior and actions. CBLA motivated two significant advances this year: CBLA-Healthy Children helped 8,000 people discover that in order to have enough healthy children to help with the workload, they need to have fewer children, and Community Empowerment Committees (CECO) are willing and able to self-monitor and -manage their new assets and behaviors when they receive prolonged supportive supervision.

The moringa initiative continues to be promising. The planting of 114,000 drought-resistant, nutritious moringa trees in Hamar and Dasenech has been well received by the community and the environment! Moringa trees grow very quickly; the nutritious foliage tastes like spinach; the bark is medicinal; and the pods can be used for water filtration. Our next step is to help the Producer Associations take their surplus to market.

Two Hamar women discovered the “new world” when they participated in the United Nations Permanent Forum on Indigenous Issues in April 2015. They were amazed that such a different world exists. Both women are now advocates for education, which is a huge shift from thinking that government-supported education destroys a person's well-being!

This has been a year of growth—extremely busy and challenging but rewarding. The organization has new expertise in Family Planning and the environment; we have an improved data collection and analysis process; and a qualified management team who works well together. We are ready to take on new challenges!

Thank you for being a part of this work!

Warm regards,

Lori Pappas, Founder and Executive Director

# Improving Gender Equity

Since 2009 GTLI has been involved in a range of multi-sectoral, integrated initiatives in the South Omo Zone, Ethiopia. With the goal of improving the resilience of these indigenous communities, GTLI is focusing on improved gender equality and opportunities. The result has been many firsts:

- First Hamar adult female to gain literacy/numeracy skills
- First sustainable rural trading center
- First BenaTsemay and Dasenech Community Enhancement Committees to self-monitor and self-manage new community assets and supporting behaviors
- First Traditional Ethiopian representation at the United Nation's Permanent Forum on Indigenous Issues

## The evolution of gender equity behavior transformation



*Galo Arigma celebrates learning how to read and write her name*

### Transform gender norms

#### Create an enabling environment of empowerment

##### Individual impact

- New awareness of self-worth
- Development of self-respect, self-confidence, and confidence to advocate
- Awareness of ability to expand own sphere of influence

##### Societal impact

- Support for women participation
- Engagement of women in decision making, supported by men
- Emergence of female and non-traditional male leaders



### Transform cultural norms



*New chicken farmer in Gurdo kebele shares eggs with neighbor*

#### Transform capacity of women and communities

##### Individual impact

- Self-determination for women improves
- Resilience behavior emerges
- Women recognized and valued
- Women assume leadership roles

##### Societal impact

- Collective self-determination behavior improves
- Socio-economic dynamics of community expanded



### Transform South Omo society

#### Strengthen resilience for women and communities

##### Individual impact

- Better able to adapt to change
- Improved access to safety nets
- Improved gender equality & opportunity

##### Societal impact

- Able to leverage government programs
- Better prepared to manage risks and disasters
- Improved social trust and cooperation



*Dobi Oyita and Golu Bola travel to the United Nations Forum on Indigenous Issues, April 2015*

# Impact

Since 2009, GTLI projects have directly benefited more than 100,600 people with projects that improve health, livelihood, education, women's empowerment, and child welfare.



**2010**

**Woreda/Area**

• Project type

**# Beneficiaries**

**Hamar**

**5,200**

- Sustainable clean water
- Education & livelihood



**2011**

**Hamar**

- Sustainable clean water **1,000**
- Education & livelihood **1,850**
- Orphans & vulnerable children **12**



**2012**

**Hamar**

**7,500**

- Emergency clean water

**BenaTsemay**

**5,000**

- Sustainable clean water



**2013**

**Dasenech**

**6,500**

- Emergency clean water

**Hamar**

**3,780**

- Environment & livelihood



**2014**

**Dasenech & Nyangatom** **8,000**

- Emergency clean water

**Dasenech & BenaTsemay** **8,000**

- Sustainable clean water
- Family planning & reproductive health

**Hamar & Dasenech** **27,200**

- Environment & food security

**Hamar**

**3,000**

- Economic empowerment of women



**2015**

**Hamar & Dasenech** **37,100**

- Emergency clean water

**Hamar, Dasenech, & BenaTsemay**

- Extending existing projects to improve resilience, including family planning & reproductive health, empowerment of women, livelihood, & food security

**100,600**

people have directly benefited from GTLI programming

**73,800**

people have access to clean water and understand healthy hygiene and sanitation behavior

**>50%**

of targeted beneficiaries transition from open field defecation to using pit latrines

**90**

water wells, refurbished or newly constructed

**>500**

community members have become leaders and teachers

**5**

tribes have adopted disease prevention behavior:

- Bena
- Dasenech
- Hamar
- Nyangatom
- Tsemay

# Programming

GTLI is committed to facilitate initiatives that are relevant (reinforcing multi-sector integrated projects); contextualized (designed to address current behaviors, constraints and norms); sustainable (empowered beneficiaries gain ability to self-determine, -manage, and -monitor); and scalable (models predict the pace of change based on critical factors). Significant progress was made in each of these areas during fiscal year 2015.

## RELEVANT

To strengthen the resilience of vulnerable communities, initiatives increase access to and usage of basic services such as Water Supply, Sanitation and Hygiene (WASH), increase access to health services (Reproductive Health and Family Planning), and education (Integrated Functional Vocational Literacy); projects enhance livelihoods and diversify opportunities (Women Empowerment and Improved Nutrition); and Disaster Risk Management improves through sustainable land management (planting moringa trees and participatory forest management).

GTLI is striving to implement a combination of these initiatives in each community to improve their ability to absorb and adapt to human-induced (socio-economic) and natural climate-related shocks and stresses.



*A GTLI innovation: donkey ambulances*

## CONTEXTUAL

One of the critical barriers preventing pregnant and lactating mothers from accessing government-supported health services is the physical distance between households and health facilities. Ninety-four per cent of the respondents to the USAID/APC (Advancing Partners & Communities) baseline survey reported they would either travel by foot or be carried to reach medical help and that for 17% of the respondents, it would take between 6 hours and 2 days to reach a health facility. GTLI introduced “donkey ambulances” which are owned and operated by the community.

## SCALABLE

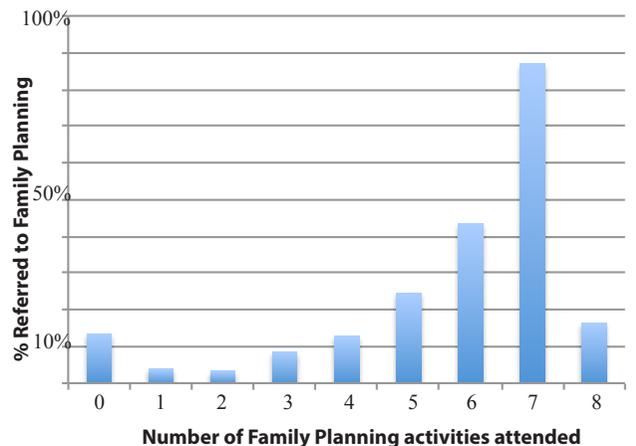
Efficient and cost effective implementation of community-based initiatives in remote areas presents a unique set of challenges. Critical factors (i.e. gender norms, cultural constraints, climate variability, economic conditions, government-supported programs, etc.) affecting the pace of change are identified during project design and updated mid-stream during implementation. Extensive longitudinal participant data explores linkages in direct attribution, comparing individual participation in learning activities to the impact outcomes for those individuals and communities.

## SUSTAINABLE

Key indicators used to measure project sustainability include:

- the beneficiary community’s ability to self-monitor and -manage their new assets and supporting healthy behavior
- the relationship between the community and the local government line offices
- the confidence of the Community Empowerment Committee to advocate for government support and services
- and the percentage of women participating in household and community-level decision-making

**Effect of GTLI activity participation on Family Planning uptake**



# Our Partners

Our diversified funding and implementing partners play a vital role in GTLI's growing ability to implement effective, sustainable initiatives.



**USAID**  
FROM THE AMERICAN PEOPLE



**United States Agency for International Development (USAID)** supports GTLI projects through multiple funding mechanisms; as a prime grantee implementing WASH initiatives; via OFDA (Office of Foreign Disaster Assistance) as a sub-grantee of IRC implementing Emergency Rapid Response WASH programs; and as a sub-grantee of JSI through their Advancing Partners & Communities.

The International Rescue Committee (IRC) partners with GTLI to provide Emergency Rapid Response for water-related humanitarian needs. The worsening drought and increasing conflict in South Omo Zone is accelerating the damage to existing water sources in this area that has less than 40% safe water coverage.

**John Snow, Inc. (JSI)**, and their nonprofit JSI Research & Training Institute, Inc., is a public health management consulting and research organization dedicated to improving the health of individuals and communities through the world. JSI is GTLI's implementing partner, seeking to improve the overall health of communities and achieve other health-related impacts, especially in relationship to family planning.

**Horn of Africa Regional Environmental Centre & Network (HoA-REC&N)** focuses on the environment and sustainable development within the Horn of Africa. An autonomous institution under Addis Ababa University, it facilitates, strengthens and advocates for initiatives related to environmental conservation and natural resource management.

**Food and Agricultural Organization (FAO)** is an intergovernmental organization focused on achieving food security for all. FAO is supporting GTLI through its Innovative Agriculture Solutions program funded by UK Department for International Development (DFID), which improves food security and better nutrition, and increases sustainable intensification of crop production.

**Boeing Global Corporate Citizenship**, in collaboration with USAID and Rotary Clubs, has facilitated clean water for 20,500 people and is currently improving economic empowerment and stability of the Hamar women in Wonga Bayno kebele.

**Rotary**—22 individual clubs, five Rotary Districts, and Rotary International—has supported initiatives in sustainable clean water, livelihood, education, and children since 2009.

**Carleton College**, Northfield MN, established a multi-year fellowship grant through their Initiative for Service Internships in International Development in 2013, funding student internships that provide impartial annual impact assessments of GTLI programs.

# Individual Partners

On May 8, 2015, we had the joy of introducing two Hamar pioneer women to some of their faithful individual donors. Gulo Bola shared how this support allows the women members of her cooperative to participate in household and community decision-making. She stated, "I am treated like an individual who has the ability to think, instead of as a beast of labor." Dobe Oiyta touched our hearts by saying, "I used to consider myself responsible for my family and the community of Wonga Bayno. I now realize that I am also responsible for your well-being, because you are also part of my community!"



# Financial Summary

For the fiscal year ending on June 30, 2015

2014-2015

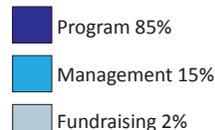
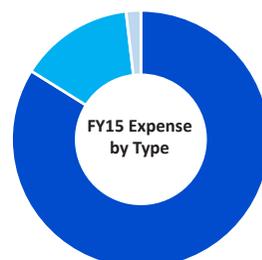
## Support & Revenue

Contributions & grants	\$1,052,858
Inkind contributions	\$155,124
Other income	\$2,709
<b>Total Support &amp; Revenue</b>	<b>\$1,210,691</b>

## Expenses

Program	\$1,012,945
Management	\$178,367
Fundraising	\$22,070
<b>Total Expenses</b>	<b>\$1,213,382</b>

<i>Foreign currency adjustments</i>	<i>(\$3,958)</i>
<b>Change in Net Assets</b>	<b>(\$6,649)</b>



## Liabilities & Net Assets

Cash, grants receivable, and pre-paid expenses	\$231,521
Property and equipment	\$42,267
<b>Total assets</b>	<b>\$273,788</b>

Current liabilities	
Payables & accrued expenses	\$66,341
Deferred revenue	\$105,126
<b>Total current liabilities</b>	<b>\$171,467</b>

Net assets	
Unrestricted	\$59,257
Temporarily restricted	\$43,064
<b>Total net assets</b>	<b>\$102,321</b>

<b>Total liabilities &amp; net assets</b>	<b>\$273,788</b>
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# Looking Ahead

Our growth in fiscal year 2016 will continue to build the resilience of our existing beneficiaries. Instead of expanding into new communities, our focus will be to strengthen existing communities. We announced in FY 2015 annual report that within five years, our aim is to equip South Omo pastoralists with the ability to thrive. We are now at the 20% milestone of that commitment.

Accurate data collection of beneficiary participation in each activity along with the corresponding behavior change of the individual and his/her family is the first step of accurate impact analysis. During FY16, GTLI will strive to improve its systems in the field and at headquarters, laying the foundation for developing a sustainability forecasting model that will predict the pace of change based on the critical factors influencing implementation.

# Our Supporters

We are grateful for the grants and contributions from our supporters during this fiscal year, July 1, 2014 through June 30, 2015. Our Orphans & Vulnerable Children program is dependent on private donors for support. We have made every effort to ensure the accuracy of this listing. Please accept our apology and alert us to any errors by emailing [info@gtli.us](mailto:info@gtli.us) or calling 612-201-9476.

## **\$400,000+**

USAID

## **\$100,000–\$399,999**

IRC (USAID/OFDA)

JSI (USAID/APC)

## **\$50,000–\$99,999**

Boeing Global Corporate

Citizenship

FAO (DFID)

HoA-REC&N (Royal Kingdom  
of the Netherlands)

## **\$10,000–\$49,999**

Anonymous

Cross Cultural Journeys

## **\$5,000–\$9,999**

Anonymous

Margo Sprengeler

## **\$1,000–\$4,999**

Samantha Borinstein

Faress Bhuiyan & Rhea Ford

William Himango

Allison Hoffman

Julie Krieger

Allie Pang

Rotary Kingston North Kitsap

Wendy Watson

Bonnie Wolff

## **\$400–\$999**

Echo Bodine

Linda Hatfield

Shannon Himango

Shayla Loree

Linda Lovold

Bob Sherman

Mellen Tanamly

## **\$200–\$399**

Salvador Baldizon

Maggie Hood

Johnnie Lloyd

Patricia McInerny

Janet Rice

## **\$100–\$199**

Anonymous

Mary Kay Carle

Kathy Carlson

Lynn Ensslin

Janet Ethen

J. Marie Fieger

Holly Griner

Nancy Harris

Ursula Howland

Kathleen Jordan

Roberta Nestaas

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