

WORK PLAN

| S/N | DATES | ACTIVITIES | PARTICIPANTS |
|-----|-----------------------------|--|---|
| 1 | December 2003-February 2004 | Self introduction and submitting request letter for attachment with an NGO, receiving acceptance letter | My self, General Manager of Sibusiso Foundation |
| 2 | March 2004 | Introduced to the organization and rapport building | My self, Management of the organization |
| 3 | April 2004 | Read program materials and receive explanation about the organization. Tasked to conduct evaluation research | Myself, Management of the organization |
| 4 | May 2004 | Planning for evaluation research and developing tools for data collection | Myself, Supervisor, Management and field staff of Sibusiso Foundation |
| 5 | June 2004 | Pre testing tools for data collection and refinements of the same | Myself, field staff |
| 6 | July – December 2004 | Data collection from primary and secondary sources | My self, field staff, parents and leaders |
| 7 | January 2005 | Preliminary report writing and making presentation | Myself, instructors |
| 8 | February-June 2005 | Report writing and refinements | Myself, Instructors, Supervisor |

Alexander Joseph,
P.O. BOX 1140,
ARUSHA.

10/3/2004

The General Manager,
Sibusiso Foundation,
P.O. Box 14408,
Arusha.

**REQUEST FOR AN ATTACHEMENT WITH
YOUR ORGANISATION.**

The heading above refers.

I am a student of Msc Community Economic Development Program run jointly by Open University of Tanzania and Southern New Hampshire University, requesting a place in your organization for an attachment. As a participant to this program I am required to attach to a local NGO/CBO for the whole academic year which is expected to last in January 2005. While I expect that your organization will provide me with a learning and practicing environment, I also believe that you will enjoy my skills and experience on community development which includes; project design, Management and evaluation, gender issues, strategic planning, research methodologies and accounting and financial management for non profit organization.

I expect that my request will receive favorable consideration.



Alexander Joseph



Teach mentally disabled children in Tanzania to help themselves

22.03.2004

Alex Joseph,
P.o Box 1140
Arusha

Dear Sir,

Ref: Attachment with Sibusiso Foundation

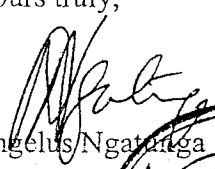
Refer to the heading above.

Sibusiso is Non Governmenta Organisation, which strives to ensure the dignity of children with mental disability in Arusha Municipal and Arumeru district.

We have accepted your request for part time attachment with our organisation. It is my hope that you will learn a lot and contribute towards the improvement of our organisation.

I wish you all the best in your studies and enjoy your stay with Sibusiso Foundation.

Yours truly,


Angelus Ngatunga

General Manager



QUESTIONNAIRE

Sibusiso Foundation is an organization dealing with the problems of mentally children. The organization is undertaking evaluation of its program. Being a leader in your area, you are requested to participate in this exercise by responding to the following to the following questions/issues.

1.name_____ sex_____

age_____ education_____

position_____ area/department_____

2. how do you rate the problems of mentally disabled children in your area?(tick as appropriate)

very big_____

big_____

medium_____

small_____

3 .which other organizations your area are dealing with mentally disabled children?

4. how do you rate the services of Sibusiso Foundation to mentally disabled children

___ Very satisfactory. Reasons_____

___ Satisfactory. Reasons_____

___ Medium. Reasons_____

___ unsatisfactory. Reasons_____

___ I do not know those services_____

5.has your office visited or been visited by Sibusiso Foundation in past two years?

___ Yes. How many times?_____, ___ No

6. Has your office been invited to attend meetings or activities conducted by Sibusiso Foundation?

7. How can your organization participation in Sibusiso Foundation be improved?

INTERVIEW GUIDE TO SIBUSISO STAFF

1. What is your name?
2. What is your qualification
3. How long have you been employed by Sibusiso Foundation?
4. What are your responsibilities in this Organization?
5. Do you meet any problem in carrying out your responsibilities?
.....
6. What do you consider as achievements of the organization program?
.....
7. How is the relationship between the organization and other stake holders?
8. What benefits do the following get from the organization?
 - (a) Children with disability
 - (b) Parent/guardian of children with disability.....
 - (c) Employees
 - (d) Neighbours
 - (e) Student/researchers
 - (f) Community or any other group
9. What are the failures of the Organization?
10. Is there any factor/situation which hinder achievements of project objectives?
.....
11. Are resources available adequate to run the program?
12. Is there any unused opportunities which can help to improve the program
implementation?
13. How do you find the program structure?
Is the goal or/and mission clear?
Are the activities well articulated and addressing the objectives and goal?.....

INTERVIEW GUIDE TO SCHOOL HEAD

1. What is your name, position and education level?
2. Do you register children with mental disabilities?
3. How many mentally disabled students does your school have currently?
4. How do you rate the problem of mental disability in Arusha region?
5. Do you know Sibusiso Foundation?
6. For the past two years how many times have Sibusiso Foundation staff visited your school, or have you been invited to Sibusiso Foundation?
7. Do you have any formal or informal relationship with Sibusiso Foundation?
8. How do you rate the services of Sibusiso Foundation?
9. Do you have any suggestion to improve the services of Sibusiso Foundation?
10. Can you comment on any shortcomings of Sibusiso Foundation, if any?
11. Do you know any other school/institution dealing with mentally disabled children?

INTERVIEW/ FOCUS GROUP DISCUSSION GUIDE TO PARENTS

1. Name..... Sex
Age Education
Marital status Village
Relationship with children
Children's name..... Sex..... Age
2. How did you came to know Sibusiso Foundation?
3. What problem if any did you encounter when registering your children with the organization
4. What kind of services did your children receive?
5. Are you satisfied with Sibusiso Foundation services?
6. What benefits did you get from Sibusiso Foundation?
7. Are there any other positive effects resulting from joining Sibusiso Foundation?.....
.....
8. Do you have any suggestion to improve the services of Sibusiso Foundation?.....
.....
9. Are Sibusiso staff still visiting you or inviting you to the centre?
10. What caused (mental) disability to your children?
11. Who mostly take part in caring the child ?
12. Did you receive any training from Sibusiso?
13. If yes in 12 above explain?
14. Did you contribute in meeting the cost of the program?
15. How can the organization involve the community including you in cost footing?
.....
16. After receiving Sibusiso services does your child actively participate in social activities like peer games, church, mosque and school?
Compare it with the situation before receiving Sibusiso services.
.....
17. Have your children ever been helped by any other institutions dealing with their disabilities?
Mention

DODOSI KWA VIONGOZI.

Sibusiso Foundation ni Shirika linalotoa misaada kwa watoto wenye ulemavu hasa wa akili. Shirika linafanya tathmini ya shughuli zake. Ukiwa kiongozi wa eneo lako unaombwa ushiriki kwa kujaza/kujibu Dodoso hii (tumia ukurasa wa pili/karatasi nyingine kama nafasi haitoshi) tunaomba fomu hii igongwe muhuri wa ofisi yako.

1. Jina S.M. Mosha AFISA MTENDAJI Jinsia KE
KATA YA DARA
 Umri 44 ARUSEMU IV
 Cheo AFISA KILIMO kata /Kijiji/Sehemu DARAJA II

2. Je unayaona je matatizo ya watoto wenye ulemavu wa akili katika eneo lako? (Tiki inayohusika).

- ☐ Ni makubwa sana
- ☒ Ni makubwa
- ☐ Ni wastani
- ☐ Ni kidogo

3. Je ni taasisi gani zinazosaidia watoto wenye ulemavu wa akili katika eneo lako?

☐ Taasisi Aina ya Huduma _____

1.

2.

3.

4.

4. Je unazionaje huduma za Sibusiso kwa watoto wenye ulemavu?

☐ Nzuri sana sababu

☐ Nzuri sababu

☐ Wastani sababu

☐ Haziridhishi sababu

☒ Sijujui

5. Je katika kipindi cha miaka 2 iliyopita ofisi yako imewahi kutembelea au kutembelewa na Taasisi ya Sibusiso?

☐ Ndiyo. Mara ngapi? ☒ Hapana

6. Je ofisi yako imewahi kupokea mialiko ya kuudhuria mkutano/shughuli za Sibusiso?

☐ Ndiyo. Mara ngapi? ☒ Hapana

7. Je Shirika la Sibusiso linawezaje kushirikisha zaidi ofisi yako katika shughuli zake?

Tushirikishwe na sisi katika kata-
lini katika shirika hilo ili
na sisi tuwepo kuwenye utaratibu
luo.

Ahsante kwa ushirikiano

DODOSO KWA VIONGOZI.

Sibusiso Foundation ni Shirika linalotoa misaada kwa watoto wenye ulemavu hasa wa akili. Shirika linafanya tathmini ya shughuli zake. Ukiwa kiongozi wa eneo lako unaombwa ushiriki kwa kujaza/kujibu Dodoso hii (tumia ukurasa wa pili/karatasi nyingine kama nafasi haitoshi) tunaomba fomu hii igongwe muhuri wa ofisi yako.

1. Jina C.S. Mashare

Jinsia ume

Umri 50

Elimu Diploma

Cheo Ofisa Maendeleo ya Vijana
Manispaa, Arusha

Kijiji/Sehemu Manispaa ya Arusha

2. Je unayaona je matatizo ya watoto wenye ulemavu wa akili katika eneo lako? (Tiki inayohusika).

☒ Ni makubwa sana

☐ Ni makubwa

☐ Ni wastani

☐ Ni kidogo

3. Je ni taasisi gani zinazosaidia watoto wenye ulemavu wa akili katika eneo lako?

☒ Taasisi

Aina ya Huduma _____

1. Shule ya Msingi Uburu — Elimu ya Msingi

2. Shule ya Msingi Mera — Elimu ya Msingi

3.

4.

4. Je unazionaje huduma za Sibusiso kwa watoto wenye ulemavu?

☐ Nzuri sana sababu

☐ Nzuri sababu

☐ Wastani sababu

NB. Maoni
Kuna uwezekano Sibusiso wanasaidia sana jamii husika na watoto wenye ulemavu wa akili, Halmashauri ya Manispaa inapenda kufahamiana na Sibusiso kutitia kwenye Maendeleo ya Vijana.

2.

☐ Haziridhishi sababu

☒ Sizijui

5. Je katika kipindi cha miaka 2 iliyopita ofisi yako imewahi kutembelea au kutembelewa na Taasisi ya Sibusiso?

☐ Ndiyo. Mara ngapi? Hapana ☒

6. Je ofisi yako imewahi kupokea mialiko ya kuudhuria mkutano/shughuli za Sibusiso?

☐ Ndiyo. Mara ngapi? Hapana ☒

7. Je Shirika la Sibusiso linawezaje kushirikisha zaidi ofisi yako katika shughuli zake?

Shirika linakaribishwa ili
liweze kushirikiana na Halmashauri
katika kuwasaidia watoto wenye
ulemavu hasa wa akili katika
kata zake 17 za Manispaa

8. Je katika eneo lako ni mashirika gani mengine yanayotoa huduma kwa watoto wenye ulemavu wa akili? Hakuwa

Ahsante kwa ushirikiano

EMAS
K. n. y. Alisa Maendeleo ya Jamii
Halmashauri ya Manispaa Arusha

DODOSO KWA WAZAZI /WALEZI

WA

WATOTO WALIOPATA HUDUMA ZA SIBUSISO

Sibusiso Foundation ni Shirika linalosaidia watoto wenye ulemavu hasa wa akili.

Shirika linafanya tathmini ya shughuli zake unaombwa ushiriki kwa kujaza/kujibu maswali yafuatayo (tumia ukurasa wa pili karatasi nyingine kama nafasi haitoshi)

1. JINA Evarista Eliza JINSIA Mwanamke
UMRI ELIMU Darasa la Sabi
HALI YA NDOA Nzuri KIJIKI/SEHEMU Kikamba
UHUSIANO NA MTOTO Mzuri KAZI Mkulima
JINA LA MTOTO JINSIA

2. Je kwa mara ya kwanza uliwezaje kupata huduma ya Sibusiso (Tiki inayohusika)

☐

Nilitembelewa nyumbani na wanyakazi wa Sibusiso (Tiki inayohusika)

☐

Nilitembelea mwenyewe kituo cha Sibusiso

☐

Nilihudhuria mkutano wa Sibusiso

☒

Njia nyingine (eleza)

3. Matatizo gani (kama yapo) uliyokumbana nayo katika kumwandikisha/kumfanya mtoto ahudumiwe na Sibusiso? Usafiri Maana
Unatoka kuhudhuria Mkutano wa

4. Aina gani ya huduma mtoto anapata Sibusiso? Kila mwezi

5. Je! Unaridhika na huduma zitolewazo na Sibusiso Foundation katika kuwasaidia watoto?

☒

Naridhika nazo

Nini hasa unachoridhika nacho Mazoezi ya mtoto, namna ya kupata Tiki ya kifaji

☐

Siridhiki nazo

Toa sababu.....

6. Je! Umeapata faida gani kutokana na kujiunga na Sibusiso? Mtoto wangu amepata mazoezi ya kutembea na kuzimama na kujua kila mwenyewe chakula bila kulishwa

7. Mambo gani mengine uliyopata/saidiwa na Sibusiso?

8. Je! Kuna mabadiliko yoyote kwa mtoto baada ya kuhudumiwa na Shirika la Sibusiso? *ikiwa kuna la shule au la msikiti*

☐

Hamna mabadiliko

☐

Kuna mabadiliko mazuri

Eleza mabadiliko hayo..... *iliwa na shule au msikiti*

☐

Kuna mabadiliko mabaya

Eleza mabadiliko hayo.....

9. Unashauri Shirika la Sibusiso lifanye nini zaidi ili liweze kuwahudumia vizuri watoto wenye ulemavu? *kuchangia na matibabu*

10. Je! Ulemavu wa akili kwa mtoto unasababishwa na nini? *Matibabu*

(Dodosa- uchawi, Mungu ndivyo alivyumba, umaskini, magonjwa n.k.)

11. Je! Katika familia hii ni nani anahusika zaidi kumtunza mtoto? *Mama*

12. Ukiwa kama Mzazi/Mlezi je! Umepata mafunzo yanayoendana na huduma kwa mtoto mwenye ulemavu/upungufu wa lishe bora? *ndiyo*

13. Kama ndiyo, eleza kwa ufupi hayo mafunzo *chakula bora, maji*

14. Je! Kuna gharama zozote ulizochangia kwenye huduma hii? *Jeheya*

15. Je! Jamii ikiwa ni pamoja na wewe inaweza ikashirikishwa vipi katika kuchangia gharama za mradi huu? *kuchangisha mawazo*

16. Je! Baada ya kupokea huduma ya Sibusiso mtoto wako anashiriki katika Taasisi yoyote nyingine kama Shule/Kanisa/Msikiti? *hakuna*

Unaelezaje ushiriki wake ukilinganisha na kabla ya kupata huduma ya Sibusiso?

17. Je! Umewahi kupokea/kuahidiwa huduma/msaada na Taasisi yoyote kwa ajili ya matatizo ya mtoto wako? *Hamna*

Kama ndiyo, taja Taasisi hizo na huduma au msaada uliopokea

.....



The Trustees' Incorporation Ordinance (Cap. 375)

CERTIFICATE OF INCORPORATION

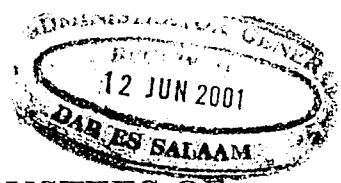
THIS IS TO CERTIFY that THE REGISTERED TRUSTEES OF THE SIBUSISO
FOUNDATION (SIBUSISO)=====

is a body incorporated under the provisions of the Trustees' Incorporation Ordinance, 1956; SUBJECT to the following conditions, that is to say—First that such body corporate shall not, without first obtaining my consent in writing acquire any estate or interest in land; and Secondly, that such body corporate shall not, without like consent, use or permit or suffer to be used any land vested in it otherwise than in direct fulfilment of the trusts for which such body corporate is established.

GIVEN at Dar es Salaam under my hand this 31st day of May, 19 2001

(C.O. KAISI)

Administrator-General of Trustees.



THE CONSTITUTION OF THE REGISTERED TRUSTEES OF SIBUSISO FOUNDATION (SIBUSISO)

1. NAME:

The name of the Fund shall be "THE REGISTERED TRUSTEES OF SIBUSISO FOUNDATION (SIBUSISO)"

2. REGISTERED OFFICE:

The Registered Office of the Fund shall be situated at Farm No. 105/1/4 ARUMERU P.O. Box 30218 ARUSHA

3. FIRST TRUSTEES

The first Trustees shall be those appointed under Article 8 of this constitution.

4. CORPORATE STATUS

The SIBUSISO upon being registered shall become a BODY CORPORATE and, subject to the terms and conditions hereof do all things necessary in order to give effect fully to the objects of the SIBUSISO as defined herein.

5. TRUST OBJECTIVES/FUNCTIONS

The SIBUSISO is established for a public, non profit, charitable purposes only.

5.1 The SIBUSISO shall have the following objectives:-

- (i) To run and manage centers for children who have lost their parents or who cannot live with their parents due to various reasons and therefore are in need of permanent new home.
- (ii) To integrate abandoned children and children without parents, of all races, cultures, and religions into society and to guide them to a safe future.
- (iii) To promote the welfare of children and alleviate the problems relating to the socio-economic, intellectual and psycho-development needs of children in Tanzania, deriving from the lack of adequate or non existence of family, society and institutional mechanisms to deal with the problems facing children without parents or from broken homes or from poverty stricken family and Society groups.

- (iv) To promote the value of love, justice, freedom, peace, dignity and moral development among the people of Tanzania.
- (v) To maintain assistance to charitable programs and children's service.
- (vi) To establish, manage and sperate day care centers, dispensaries, clinics and hospitals.
- (vii) To own and use information technologies, equipment such as Radio, Television, Telecommunication facilities, Computers, Magazines, News papers, books etc.

6. TRUST POWERS

The Trustees shall have the following powers in addition to all powers given to them by law.

- (i) To receive money and funds by way of contributions, donations, legacies grants and from any other lawful methods.
- (ii) To accept and receive gifts or property of any description whether subject to any trusts or not, but the Trustees shall not be obliged to accept any such property unless they consider desirable so to do.
- (iii) To own or lease or otherwise acquire movable and immovable property of all kinds.
- (iv) To do and perform such other acts and things as may be required to give effect to the objects set out above.

7. POWERS OF THE BOARD OF TRUSTEES

For the purpose of carrying out and promoting the objects of the Trust, the Board of Trustees shall have power to do the following:-

- 7.1 To purchase, lease, exchange, hire or otherwise acquire, property of both movable and immovable nature, both corporeal and incorporeal, which in the opinion of the Board, is to the advantage of the Trust, whether such acquisition is for the establishment of buildings or for investment purposes; and for the same reasons further, to dispose of, alienate, encumber and/or deal with any such property, both movable and immovable.
- 7.2 To erect buildings upon any property and from time to time improve or add to any existing buildings, or to demolish the same, or any part thereof, to let out and grant leases or other tenancies or rights in relation thereto,

and to cancel or otherwise terminate any tenancy lease, servitude or other rights so granted.

- 7.3 To administer, control, preserve and maintain the property and assets of SIBUSISO from time to time.
- 7.4 To raise money by way of donation or loan by turning the activities of the trust to income generation or, in any other way, to secure the payment of SIBUSISO.
- 7.5 To accept subscriptions and donations whether of real or personal estate and bequests, for any of the purposes aforesaid or in pursuit of the objects set out in the (SIBUSISO).
- 7.6 To employ or terminate the services of any person employed in a professional capacity or in any other capacity if, in the opinion of the Board, such action is in the interests of the Trust, and to pay such remuneration as in its discretion is appropriate in the employment or termination of any person's service.
- 7.7 To contribute to any pension, provident or medical aid scheme or benefit fund in relation to any of the employees or former employee of the Trust or their dependents and, wherever possible, to grant pensions and bonuses and other allowances to such employees or former employees, or their dependents.
- 7.8 To insure the assets of the Trust against loss, damages, risks and liabilities or claims of any nature or description as are reasonably necessary in the opinion of the Board.
- 7.9 To enter into any agreement or arrangement with any person or party which, in the opinion of the Board, will further the interest of the Trust and, particular, to enter into any arrangements with and Government or authority or Local Authority to the benefit to the Trust and to obtain from such Authority any rights, privileges and concession which will be in the interests of the (SIBUSISO).
- 7.10 To institute action or defend any action or be part of any arbitration which, in the opinion of the Board, is in the interests of the (SIBUSISO) and to pay the cost therefore, and to enter into any arrangement in settlement thereof.
- 7.11 To authorize any Trustees or Employee or any Nominee of the Trust to sign all the documents and papers necessary in order to give effect to the business of the (SIBUSISO) from time to time.

- 7.12 To authorize any Trustees or Employees or any Nominee of the Trust to sign all the documents and papers necessary in order to give effect to the business of the trust from time to time.

8. THE BOARD OF TRUSTEES

- 8.1 The number of Trustees shall be not less than 5 nor more than 10
- 8.2 The Board of Trustees shall consist of five founder Trustees whose names are: -

1. Mrs. Patricia Mc Cauley
2. Mrs. Maria B.J.T. Zuure
3. Mrs. Anna Mollel
4. Mr. Beatus P. Kasegenya
5. Mrs. Adriana I.M. Hammer

9. DUTIES OF THE BOARD TRUSTEES

- 9.1 To hold in trust all movable and immovable properties of the Fund.
- 9.2 To purchase, take on lease, exchange, hire otherwise acquire any real or personal property
- 9.3 To sell, let, mortgage and dispose of the property of the Trust
- 9.4 To accept or disclaim, administer for the coffers if the fund, donations, gift, charities, covenants, legacies but the Trustees shall not be obliged to accept any such property or gifts unless they consider desirable so to do.
- 9.5 In Co-operation with relevant authorities, fix the fees and subscriptions for the Fund's Schools, colleges, Universities, Training centers, Libraries or any other facility of the Fund.
- 9.6 To receive money and funds by way of contributions, legacies grants and from any other lawful methods.
- 9.7 To convert any monies of the Fund in stocks, shares or other investments.
- 9.8 To appoint new trustees
- 9.9 To appoint the Managing Committee and the Director General of the Fund.
- 9.10 To amend the constitution of the Fund.

- 9.11 To do all such acts and things as in their opinion is necessary or expedient for the proper implementation of the objectives of the Fund and better performance of its function.

10. ANNUAL GENERAL MEETING OF THE TRUSTEES

- 10.1 Annual General Meeting of the Trustees will be convened by the Board of Trustees, prior to the 30th June each year, at which the following business, inter alia, will be transacted:

- (i) Consideration, approval and acceptance of the minutes of the preceding annual General Meeting and any subsequent Special General Meeting held during the course of the preceding year.
- (ii) Consideration, approval and acceptance of the report of the Board of Trustees relating to the activities and the progress made by the Trust in the preceding year.
- (iii) Consideration, approval and acceptance of the audit report of that Trust for the previous year.
- (iv) Selection of the Auditor for new fiscal year.
- (v) Election of members of the Board of Trustees.
- (vi) Consideration and transaction of any other business which, in the discretion of the Trustees, is necessary and in the interest of the trust. Any Trustee shall have the right to make written request to the Secretary, not less than forty eight hours before such meeting, to place any item, consideration to be in the interest of the Trust, on the agenda for consideration at such meeting.

- 10.2 The chairman of the Board of Trustees shall preside over the General Meeting. If he is not present the Vice Chairman shall preside. If he too is absent, to preside over the General Meeting.

- 10.3 The Secretary of the Board must give all Trustees written notice at least 30 days before any General Meeting may be held. Such notice must state the agenda and the date, time and location of meeting.

- 10.4 All questions before the General Meeting will be decided by a simple majority of votes. In the event of a tie of votes, the person presiding over the meeting shall have casting vote.

- 10.5 A quorum shall exist when at least half the number of Trustees plus one are present. If after thirty minutes of the fixed time of the opening of the meeting, the required number of Trustees are not present, the meeting

shall be adjourned for seven days and shall be reconvened at the same place and the same time, and the trustees then present shall constitute a quorum.

- 10.6 A Trustee is entitled to appoint one person to act as his proxy to attend and vote on his behalf. A proxy must be a Trustee himself.

11. ORDINARY MEETINGS OF THE BOARD OF TRUSTEES

- 11.1 In order to conduct their business, the Board or trustees shall meet at least twice each year, in order to give effect to the provisions hereof.
- 11.2 The Secretary of the Board will convene a meeting of the Board whenever the Chairman considers it necessary.
- 11.3 Any three Board Members may request that the Secretary convene a meeting of the Board.
- 11.4 At least two weeks notice must be given before each Board Meeting. The failure on the part of the Secretary to give sufficient notice of a Board meeting may be condoned and ratified by the Board at such meeting. In this case, the meeting will be deemed to have been properly convened, in terms of the provisions hereof.
- 11.5 At any meeting of the Board of Trustees, four members shall constitute a quorum, provided that due notice of such meeting has been given and the meeting is properly convened.
- 11.6 Any member of the Board may be entitled to attend any meeting and to vote at such by way of appointing a nominee to act as his/her proxy, provided that such nominee shall also be a member of the Board of Trustees. In this event, the person so appointed shall have all of the rights of the member of whose behalf he holds proxy. Any member can not hold more than proxy.
- 11.7 At all meetings of the Board of Trustees, the Chairman shall preside and, in his absence, the Vice-Chairman or an acting Chairman who shall be elected by the Trustees present.
- 11.8 Save as is provided for herein, all matters for consideration and resolution at any meeting shall be decided by a simple majority of votes. Each trustee shall be entitled to one vote, save that in event of equality of votes the person holding office as Chairman may cast an additional vote.

12. FINANCE

(a) The finances of the fund shall accrue inter alia, from:-

- (i) Fees and subscriptions
- (ii) Gifts and donations
- (iii) Grants from public and private corporations, religious organizations, individuals, or any other source within and outside the country;
- (iv) Charities and wills.
- (v) Borrowings as may be approved by the Trustees from time to time.

(b) The financial year of the fund starts on 1st July and ends on 30th of June.

(c) The Funds shall open an account with any authorized financial institution in the country which shall be operated by the Treasurer and any one of the authorized signatories.

13. COMMON SEAL

There shall be a common seal of the fund bearing the name of the 'Registered Trustees of the Sibusiso Foundation (SIBUSISO)'. The said seal shall be affixed to all legal documents in the presence of any two Trustees.

14. AMMENDMENT OF THE CONSTITUTION:

This constitution can only be amended by addition or omission of any clause or article by the resolution of the trustees in a special meeting of the Board called for that purpose and passed and approved by two thirds (2/3) majority vote of the members present.

15. DISSOLUTION:

(a) No dissolution shall be effected without prior permission in writing from the Administrator General of Trustees upon application in writing and signed by at least two Trustees of the fund.

(b) Upon passing of the resolution and obtaining the permission for dissolution above-referred to, the Trustees realize all the assets of the Fund, and distribute the same to charitable institutions which share similar objectives with SIBUSISO.

IN WITNESS WHEREOF the parties hereto have set their hands in the day, month and year herein above written at ARUSHA, TANZANIA.

1. Signed and Delivered by the said
PATRICIA Mc CAULAY
Who is known to me in my presence this 3rd } TRUSTEE
Day of May 2001. }

Patricia McCauley

NAME:.....
SIGNATURE:.....
POSTAL ADDRESS:..... C. M. NGALO L.L.B. (Hons) E.A.
QUALIFICATION:..... Advocate
P.O.Box 3003
Arusha / Tanzania
Tel. 057 - 6169 & 3181 Ext 1624
Fax 057 - 8273

2. Signed and Delivered by the said
MARIA B.J.T. ZUURE
Who is known to me in my presence this 3rd } TRUSTEE
Day of May 2001. }

X Mzee

NAME:.....
SIGNATURE:.....
POSTAL ADDRESS:..... C. M. NGALO L.L.B. (Hons) E.A.
QUALIFICATION:..... Advocate
P.O.Box 3003
Arusha / Tanzania
Tel. 057 - 6169 & 3181 Ext 1624
Fax 057 - 8273

3. Signed and Delivered by the said
BEATUS P. KASEGENYA
Who is known to me in my presence this 3rd } TRUSTEE
Day of May 2001. }

Beatus P. Kasegenya

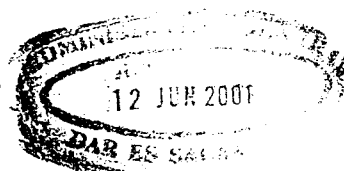
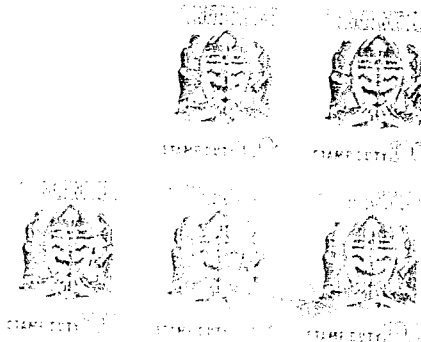
NAME:.....
SIGNATURE:.....
POSTAL ADDRESS:..... C. M. NGALO L.L.B. (Hons) E.A.
QUALIFICATION:..... Advocate
P.O.Box 3003
Arusha / Tanzania
Tel. 057 - 6169 & 3181 Ext 1624
Fax 057 - 8273

4. Signed and Delivered by the said
ANNA MOLLEL
Who is known to me in my presence this }
Day of May 2001. } TRUSTEE

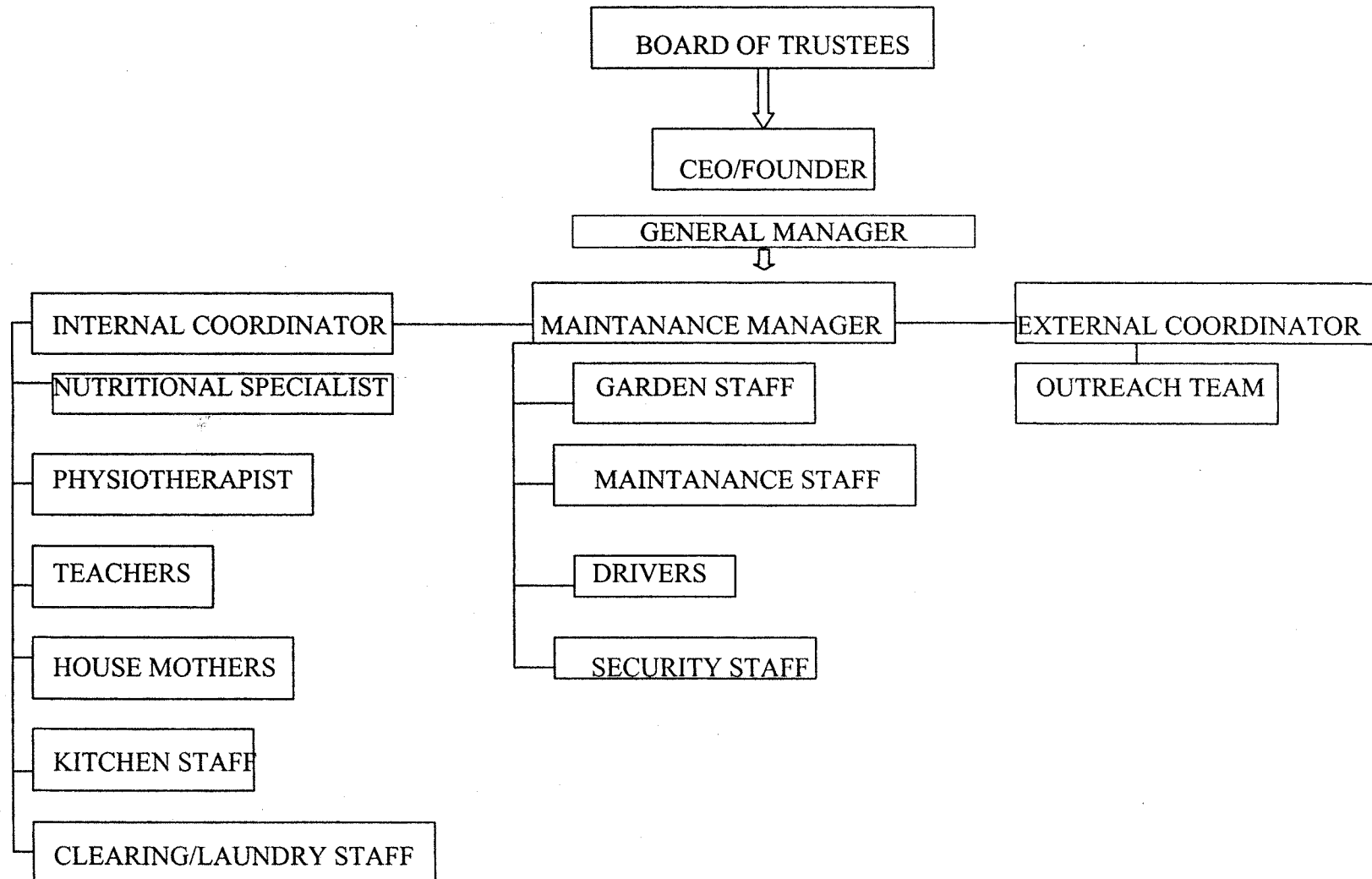
NAME:.....
SIGNATURE:.....
POSTAL ADDRESS:..... C. M. NGALQ L.L.B. (Hons) E.A.
QUALIFICATION:..... Advocate
P.O.Box 3003
Arusha / Tanzania
Tel. 057 - 6169 & 3181 Ext 1624
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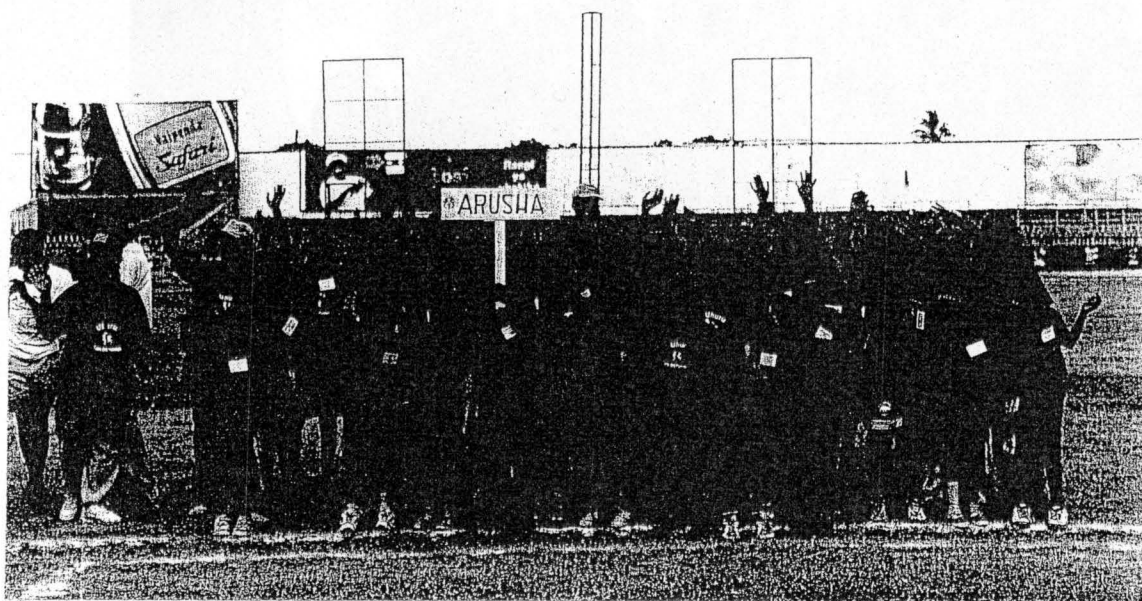
5. Signed and Delivered by the said
ADRIANA I.M. HAMMER
Who is known to me in my presence this }
Day of May 2001. } TRUSTEE

NAME:.....
SIGNATURE:.....
POSTAL ADDRESS:..... C. M. NGALQ L.L.B. (Hons) E.A.
QUALIFICATION:..... Advocate
P.O.Box 3003
Arusha / Tanzania
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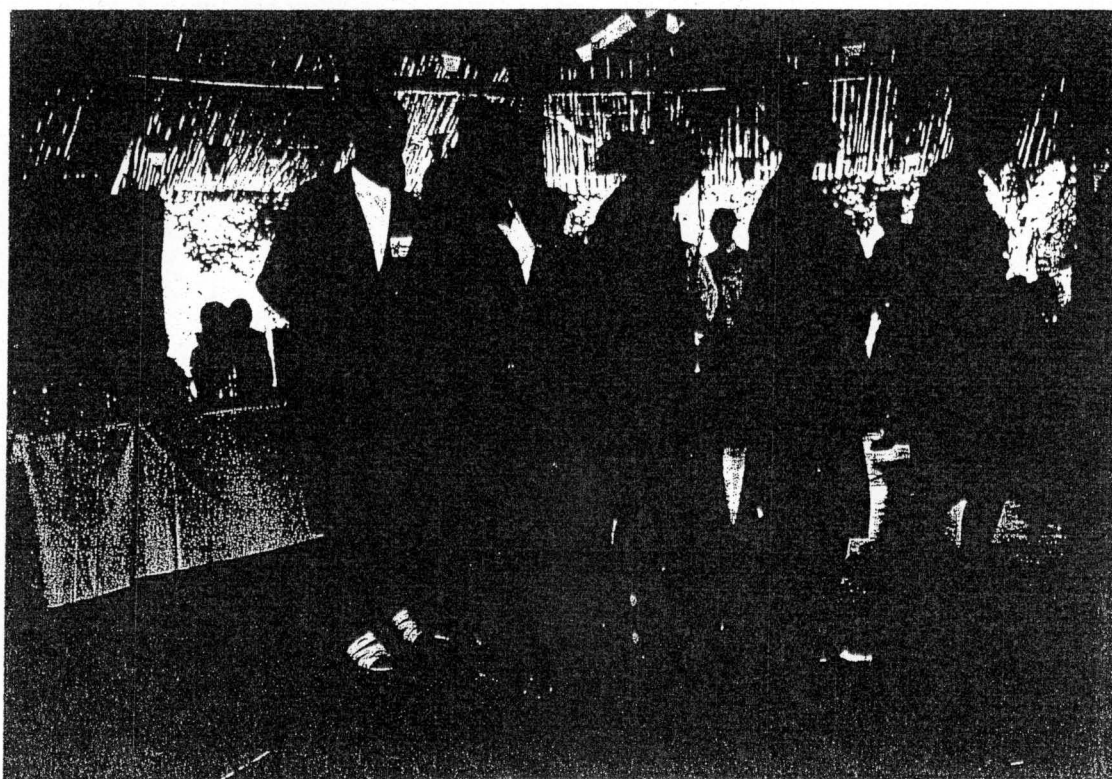


ORGANIZATION STRUCTURE





Sibusiso children attend "Special Olympic", a sport event organized on annual basis for children with disabilities.



Sibusiso staff entertaining
visitors during the “open
day”